

# The Conference Board MANAGEMENT RECORD

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## Wartime Sanctions in Labor Disputes

**A**PPPLICATION to the President for sanctions against certain industrial units and labor groups has in a number of instances been made by the National War Labor Board. The board has stated in each case that its request was because of action by the company or the union which would interfere with the successful prosecution of the war.

The NWLB's appeals for the application of sanctions were not without precedent, for this procedure was also employed during World War I; an outstanding example is the government's seizure of the railroads on December 13, 1917, to speed the flow of war and civilian materials. In addition, before the United States entered the present war, the National Defense Mediation Board, predecessor of the NWLB, also referred several cases to the White House because of company and union noncompliance with its orders.

### TYPES OF SANCTIONS

The seizure of a plant is the most common form of sanction applied by the Federal Government. Other types of sanctions are, however, sometimes applied, such as withdrawal of the right of a union to act as the collective bargaining agent; withdrawal of certain privileges of union members (for example, special gasoline allotments); and virtual blacklisting of workers by federal employment agencies. As a rule, sanctions are not applied until arbitration and conciliation have been attempted.

In addition to the NWLB and the President, the Director of Economic Stabilization is directly concerned with the wartime application of sanctions. Executive Order 9370, issued by the President on August 16, 1943, authorizes the Direc-

tor, when he may find it necessary, to direct government agencies to withhold or withdraw from noncomplying employers "any priorities, benefits or privileges extended, or contracts entered into," until the NWLB indicates that compliance has taken place; and to direct government agencies holding seized plants to apply to the NWLB for orders withholding or withdrawing from noncomplying individuals relating "to the modification or cancellation of draft deferments or employment privileges, or both."

Among the other government agencies involved are the Army, the Navy, the Office of Defense Transportation and the Department of the Interior, which are from time to time ordered by the President to seize and operate noncomplying plants.

According to the Smith-Connally Act of 1943, a plant which has been taken over by the government must be returned to its owners within sixty days after the restoration of productive efficiency. If the conflicting groups reach a compromise earlier, the government agency or representative withdraws from the scene, and the NWLB then expresses its approval or disapproval of the proposed settlement. Experience has shown, as in the case of the bituminous coal mine disputes, that, if the NWLB disapproves, the dispute returns to its original status.

### PLANT SEIZURE CASES

During the life of the National Defense Mediation Board, three noncompliance cases referred to the President resulted in seizure of the plants in question. The average length of government operation was about seventy-one days.

The North American Aviation plant in Los Angeles was seized by the Army in

June, 1941, after a strike by the CIO United Automobile Workers who picketed the plant during the early stages of mediation of the dispute. The action of the union was in violation of its agreement with the board, and was partly the result of friction between the international office of the union and its international and local representatives in charge of the North American Aviation plant local. The workers went back to work while mediation efforts were continued.

Noncompliance by the company was given as the reason for seizure of the facilities of the Federal Shipbuilding and Dry Dock Company at Kearny, New Jersey, in August, 1941, and of Air Associates, Inc., at Bendix, New Jersey, in October, 1941. The shipbuilding concern was charged with refusal to grant a union-security clause in an agreement with the CIO Marine and Shipbuilding Workers. After seizure, a maintenance-of-membership clause was placed in the contract. The plant was returned to the company in January, 1942.

The issue stated in the seizure of Air Associates was the company's refusal to negotiate a contract with the CIO United Automobile Workers. Management signed a collective bargaining agreement with the union, and the plant was returned to the company two months after seizure.

### CASES TO THE PRESIDENT

From its establishment on January 12, 1942, to October 1, 1944, the NWLB has referred twenty-two cases to the President, with seizure of the plants resulting in most of the cases. Disputes over wages and union security lead the list of causes. Racial discrimination, jurisdictional disputes and refusal of workers to work over-



time have also been listed as leading factors. In the eighteen cases which resulted in seizure, the NWLB indicated that management was responsible for eight of the conflicts, and labor for ten.

Plants of eleven of the eighteen companies had, as of August, 1944, been returned to original management, after government operation averaging slightly more than sixty-six days.

#### United Mine Workers

The most publicized case was that of the bituminous coal mines, which were operated by the government from May 2, 1943, to October 12, 1943, and again from November 1, 1943, to June 22, 1944. Each seizure followed declaration of a strike by the miners, the issue being largely one of renewal of the union contract with pay on a portal-to-portal basis.

In the case of the first bituminous coal dispute, the workers returned to the mines without winning portal-to-portal pay. Their action followed an agreement between John L. Lewis and Secretary of the Interior Ickes, which extended their old contract for a short period. When the period ended, the miners again declared a strike, and the mines were again seized. After much negotiation, Secretary Ickes arranged a contract with the miners for the duration of government operation. The miners also finally negotiated a renewal of their contract with the mine operators.

Although President Roosevelt requested the miners to return to work pending a NWLB decision, the board did not seem to have the power to authorize or sanction a wage increase beyond the Little Steel formula, nor could it authorize portal-to-portal pay. Eventually, the board admitted that the portal-to-portal issue was actually out of its jurisdiction. Transferred to the Department of Labor, the question was finally settled by the courts, which ruled in favor of the United Mine Workers.

#### Montgomery Ward

Another case which aroused national attention was that of Montgomery Ward & Company *vs.* the United Mail Order, Warehouse and Retail Employees (CIO). The Chicago headquarters of the company was seized by the Army, acting for the Secretary of Commerce, on April 25, 1944, and was returned to its owners on May 9, 1944. The NWLB stated that the basis for the application of sanctions was the company's refusal to extend the collective bargaining agreement as the board had ordered. Following the seizure, arrangements were made for an NLRB elec-

tion to again establish the right of the union to represent the Montgomery Ward employees. The CIO union won the election and the NLRB once again certified it as the bargaining agent.

No agreement has yet been signed between the company and the union. The NWLB on June 6, 1944, directed Montgomery Ward to extend its contract with the union pending negotiation of a new agreement. On July 29, the NWLB appointed an arbitrator to handle unsettled disputes which had arisen between the company and the union and on August 21 he was made an agent of the board to hear the forty or so grievances in the case.

#### Philadelphia Transit

The seizure of the Philadelphia Transportation Company by the Army on August 3, 1944, resulted primarily from a dispute between the CIO United Transport Workers and the Philadelphia Transportation Company Employees Union (Independent) over the company's action in upgrading Negro workers. The promotion of the Negro workers had been urged by representatives of the CIO union, the official bargaining agent of the transport employees. The resulting strike threatened to cripple transportation in a vital war production area.

Until August 17, when the property was returned to its owners, the lines were operated under Army supervision. The result of the application of sanctions was the upgrading of Negro workers. Nevertheless, the issue is still an acute one in the Philadelphia area.

#### RESPONSIBILITY DIVIDED

Of the plants of seven companies seized by the government which are still being operated under government supervision, the NWLB stated that management was responsible in four instances and labor in three. Properties under government supervision for the longest period of time have been those of the Toledo, Peoria and Western Railroad, seized by the Office of Defense Transportation on March 21, 1942.

Two of the three cases for which labor is blamed concern San Francisco machine-shop disputes. The issue here was the refusal of members of the International Association of Machinists (AFL) to work overtime in 104 shops of the San Francisco machine shop division of the California Metal Trades Association. Five of the shops were seized by the Navy on August 14, 1944, and ninety-nine were seized by the Navy on August 19, 1944;

so far none has been returned to management.

The IAM Grand Lodge ordered them to work overtime, but the machinists consistently refused to obey their international union headquarters. This was not the first time that the national office of the IAM had had difficulty with its San Francisco lodges. In fact, the problem of maintaining discipline among many local members and officers by international officers of both CIO and AFL unions in all parts of the country is rapidly becoming one of organized labor's major worries. This is particularly true in mass production union locals organized within the last decade.

The result of government seizure of these 104 plants is that the workers are working overtime, but only for the Navy. So far as relations between the union and the company are concerned, they have been completely curtailed by order of the government. Many observers believe that this is a violation of the National Labor Relations Act, because there is nothing in the War Labor Disputes Act which deprives workers of their right (provided by the NLRA) to bargain collectively.

Several sanctions were employed to force the machinists to work more than forty-eight hours a week. Included among them was an order to the area director of the War Manpower Commission instructing him to deny further employment, or referral cards for other jobs, to all members of Lodge 68 who refused to work overtime. Employers in the area were also instructed not to hire "blacklisted" employees, and certain privileges accorded war production employees, such as special gasoline rations, were withdrawn.

Paradoxically, organized labor has for many years claimed that certain employers have used "blacklists" to prevent union workers from getting jobs. Now it appears that government agencies, in which labor itself holds membership, are issuing "blacklists" of union workers—although, in the present situation, these workers are actually defying their own international union officers at the same time that they refuse to obey government orders.

Refusal to carry out an NWLB order specifying a wage increase of seven cents an hour resulted in the seizure by the Office of Defense Transportation on August 11, 1944, of the facilities of the Midwest Operators Association. The union involved is the AFL International Brotherhood of Teamsters. The ODT, which is still holding the properties, has been authorized to pay the stipulated increase, retroactively, out of the new operating revenue of each transportation unit. Operations continue as usual.



Government use of seizure as a sanctions measure was prevented in the first instance of its kind, when the Federal District Court at Dallas on September 21, 1944, issued a temporary injunction restraining government seizure of a refinery of the Humble Oil Company. In addition to the NWLB and its members individually, the order was issued against the Director of Economic Stabilization, the Petroleum Administration for War and three of its officials individually, and the Eighth Regional War Labor Board at Dallas. The injunction was granted despite the argument of the Department of Justice that the court had no jurisdiction over these agencies.

#### REACTIONS

Wartime use of sanctions has met with mixed reactions from both industry and labor. Each side has expressed the feeling

that its opponent has been given the benefit of a particular situation. Representatives of both sides also voice the fear that the use of sanctions by the Federal Government may be continued well into the postwar period, despite assurances by the President and NWLB Chairman William H. Davis that such would not be the case. Although most top labor leaders have shown a rather passive attitude regarding certain sanctions, the rank and file have expressed deep resentment against their use. Some industrial leaders have indicated that they regard the use of certain sanctions as hasty and arbitrary.

The broad aspects of the situation were summed up by a well-known labor analyst, who said: "Today, the normal processes of collective bargaining have largely disappeared; the National War Labor Board not only regulates the wages payable to

working men, regardless of what their trade unions may be able to gain for them otherwise, but it also supervises the terms and conditions of employment with regard to matters such as seniority, layoff, dues, promotions.

"The right to strike is now enmeshed . . . in the procedures under the Smith-Connally act . . . A man's right to move from job to job for economic or family reasons is covered by the regulations of the War Manpower Commission."

Although sanctions may have been effective in alleviating certain situations, the feeling persists in the ranks of labor and elsewhere that their permanent effect will be to increase the number and intensity of industrial disputes as soon as wartime restrictions are lifted.

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## Dismissal Compensation in Reconversion Period

**W**HAT, if anything, is industry going to do in the way of termination allowances? With the war entering an advanced stage, this question is being asked by both management and unions. Some unions, especially in the CIO, are agitating for the inclusion of a severance-pay provision in their agreements. This is true, for example, of the United Steelworkers of America, which has included termination pay as one of its demands upon the steel industry.

To find out whether management thought it advisable to grant dismissal compensation to workers discharged as a result of termination of war contracts and reconversion, THE CONFERENCE BOARD recently asked representative industrial executives: "Should the discharged war worker depend entirely upon state unemployment compensation for the period of readjustment or should the company give supplementary pay? Is thinking on this problem in your area crystallizing?"

#### OPINION OF COMPANIES

The question of giving war workers dismissal compensation appears to have been given some thought by most companies surveyed. Generally speaking, most feel that unemployment compensation should be sufficient and that the company should not supplement it.

In a few cases, the company was favorably inclined toward the provision of termination allowances as an extension of a

liberal personnel policy. It was believed that these benefits might be an important factor in creating better employer-employee relations. In such cases, however, opinion had not yet crystallized as to what would be an equitable program, but in some companies it was believed that this allowance should not amount to more than one or two weeks' pay.

It was pointed out that the problem of reconversion was much more serious for some companies than for others. At the one extreme were plants which were devoted entirely to the manufacture of war material and when war orders were terminated the plant would be closed down. At the other extreme were plants which could easily reconvert to peacetime production without much loss of employment. The cost of providing severance pay for employees would be infinitely higher in the former case than in the latter.

Several commented upon the fact that workers in war industries had been earning high wages for a considerable period of time. It was felt that war workers should have been able to accumulate sufficient reserves to bridge the gap between the old job and the new one without further help than that provided by unemployment compensation, unless the period of unemployment was unduly prolonged.

One employer pointed out, however, that while there was a feeling among the general public that the war workers had earned enormous salaries and have plenty

laid aside for the inevitable rainy day, this situation was not universally true. A small sample survey had revealed to this employer that 42% of the employees had no savings, either war bonds or cash.

#### UNION CLAUSES

A study has recently been issued by the Bureau of Labor Statistics on the extent to which dismissal pay provisions are included in union agreements.<sup>1</sup> It was found that 450, or less than 5% of 9,500 agreements examined, contained severance-pay provisions. Slightly more than a third of the 450 agreements were negotiated with the American Newspaper Guild (CIO) and covered 20,000 workers; another third, covering 7,500 workers, were in contracts negotiated with the International Typographical Union (AFL) and about a sixth, covering from 5,000 to 7,000 workers, with the United Office and Professional Workers (CIO). The remaining thirty-four contracts were negotiated by various unions and covered approximately 100,000 workers. Among the companies included in this group are Sinclair Oil Corporation, National Carbon Company, American Viscose Corporation, Postal Telegraph-Cable Company, Northwestern Bell Telephone Company, Celanese Corporation of America, United Press and Associated Press.

The report pointed out that dismissal compensation has not been a common practice in American industry. When

<sup>1</sup>Bureau of Labor Statistics, "Dismissal Pay Provisions in Union Agreements," October, 1944.



adopted, it has most frequently been applied to layoffs caused by technological improvements or to retrenchments due to consolidation. Thus, only in a few industries, notably newspaper publishing and railroad transportation, have such provisions been adopted to any considerable extent through collective bargaining.

The amount of dismissal compensation given under these agreements varies greatly, but in general it is based on earnings and length of service.

#### WLB ATTITUDE

Dismissal compensation plans adopted since October 3, 1942, must be submitted to the War Labor Board for approval. The board has not as yet formulated a definite policy regarding approval. In general, however, if the employer objects to such payments the board will not order that they be included in the union agreement.

Until recently the approval of dismissal compensation plans voluntarily agreed to by the employer and the union was based on industry-area practice. On November 4, 1944, the War Labor Board made pub-

lic a ruling in the case of the Sinclair Oil Corporation and the Oil Workers International Union in which it modified this procedure. Under this ruling it permits regional boards and industry commissions to approve reasonable voluntary severance-pay plans without regard to industry or area practice. This new procedure does not apply in dispute cases.

#### OTHER FACTORS

One deterrent to the wide-scale adoption of dismissal compensation is that any employer contributions to an unemployment reserve fund from which such payments are made cannot be deducted from taxable income under federal tax regulations. Benefits as paid out to employees are, however, considered a legitimate business expense, if reasonable, and may be deducted from taxable income when the payment is made.

Employers with government contracts must also obtain authorization from the proper authorities if the cost of providing these benefits is included as a charge against the contract.

#### PREVALENCE

In its study made in 1942<sup>1</sup> THE CONFERENCE BOARD found only 104 companies outside of printing and publishing with formal plans based upon graduated payments. These companies employ 1,178,843 persons in the aggregate. Most of these plans were in companies with more than 1,000 persons, and a considerable proportion were in companies with a large number of salaried employees, such as banks and insurance companies.

From a survey of current literature it would appear that the prevalence of dismissal compensation plans has not increased appreciably during the past two years. Further growth probably rests upon the ability of the various unions to incorporate such programs in union agreements and upon the action of the War Labor Board in settling the cases now pending, notably those brought by the steelworkers' and automobile workers' unions.

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<sup>1</sup>Conference Board Reports, *Studies in Personnel Policy*, No. 50, "Dismissal Compensation."

## Action against Venereal Diseases

**A**MONG the 28 million men between 18 and 50 years of age gainfully employed, an average of at least one and one-half days a man is lost from work each year through venereal diseases. At an average wage of \$4.00 per day this amounts to \$168,000,000 in wages lost to the men themselves.<sup>1</sup>

These figures do not take into consideration employer costs in compensation relief and medical care, or the problems involved in labor turnover, absenteeism and work interruptions. Wages or hours lost by women workers for these causes are not included in this survey.

#### PREVALENCE

About three and a half million individuals in this country have syphilis,<sup>2</sup> and it is estimated about one-third of these persons are employed in industry. Gonorrhea "strikes at least three times as many people as syphilis does."<sup>3</sup>

These diseases are two of the leading causes of disability and suffering in the country today.

<sup>1</sup>Percy Shostac, "Industry vs. VD," American Social Hygiene Association, New York, 1944.

<sup>2</sup>"Why a Blood Test," American Social Hygiene Association, New York.

<sup>3</sup>Percy Shostac, "The Trade Unions vs. VD," American Social Hygiene Association, New York 1944.

#### CHARACTERISTICS

Syphilis and gonorrhea are separate diseases and are caused by different germs. The appearance of a small, usually hard and painless sore at the point of infection is usually the first warning of the presence of syphilis. The disease is highly infectious in this original (chancre) stage. When treatment is started at this stage cure can usually be realized. If treatment is neglected, the second stage of the disease usually begins in six to twelve weeks after the first infection with the presence of a skin rash and sometimes with a fever, sore throat, headache, mouth sores, some loss of hair and general feeling of fatigue. These symptoms are signals warning the individual that the infection has spread to all parts of the body by means of the bloodstream. However, it may be noted that one may go through this second stage without any symptoms whatsoever.

During this second period the disease is very infectious and the blood test is almost always positive. After a while, however, the symptoms disappear, and, if the disease remains untreated, the latent stage begins. During this period, which may last from two to twenty or more years, the disease enters its last stage and attacks vital structures and organs

and can result in blindness, deafness, insanity, heart failure and many other serious and disabling conditions.

Gonorrhea is also a very infectious and dangerous disease. If neglected, it can cause serious and permanent damage to important glands, as well as blindness, sterility, and crippling. The first signs of infection consisting of inflammation and discharge are often mild, and the individual may fail to appreciate the importance of the danger which can result from these symptoms.

#### INDUSTRIAL FACTORS

Careful study of performance records in industry have proved that anything which interferes with the individual's well-being tends to lower his efficiency and increase his accident proneness. It is inevitable, therefore, that from the earliest symptoms of VD through their final stages these infections can create industrial problems. Untreated venereal diseases are of long duration, crippling may be progressive and the patient can experience flare-ups of symptoms from time to time. Syphilis in its various stages imitates other diseases and much industrial loss is directly owing to it rather than to the medical conditions which it symptomatically simulates.



Unfortunately, however, persons with known cases of venereal diseases under medical control have often been refused employment or have been dismissed from their jobs while employed persons with unrecognized cases have continued to increase costs of industry.

### CONTROL

Satisfactory procedures for diagnosis, treatment and control of syphilis and gonorrhea have been developed. Persons with these conditions properly treated can be employed with safety if not physically incapacitated or infectious as determined by careful medical examination. Industry has recognized the importance of controlling these diseases and some companies have already formulated plans to bring the problem of VD to the foreground. One plan consisting of three major steps—organization, education and participation—has been outlined and offered to industry by the American Social Hygiene Association.

### Organization

The success of a venereal disease program is largely dependent upon its organization. Participation by management and labor in planning and executing the program tends to invite enthusiastic employee support. Health and safety committees in the plant can be of particular value in interpreting the benefits of the program to the workers, especially if committee representation is given to all job levels.

### Education

Industrial workers value their health and are usually willing to accept sugges-

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  - "Why a Blood Test?" Publication 8572, American Social Hygiene Association, New York.
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  - "Gonorrhea, the Crippler," United States Public Service.
  - "The Prostitution Racket," American Social Hygiene Association, New York.
- Copies of these publications may be obtained from the American Social Hygiene Association, 1790 Broadway, New York 19, New York.

tions which will prevent or cure disease if the plans outlined are practical and in no way jeopardize their jobs.

Unfortunately, there has been much secrecy related to discussion of VD. One of the responsibilities, therefore, of an educational program is to present to the workers all available facts regarding syphilis and gonorrhea in a simple, concise, intelligible manner. Cause, methods of transmission, prevention and cure should be stressed. This information may be presented through articles in employee publications, health bulletins, pamphlets and other literature, films, health talks and

posters. Material should be selected carefully and presented effectively.

Clearly defined program objectives are necessary in order to avoid misunderstandings and misinterpretations. Some of the major factors to be considered are:

1. Prevention of VD
2. Improvement of employee health
3. Safety for the worker
4. Control of VD
5. Adequate treatment
6. Sound employment policies for infectious and controlled cases.
7. Selective placement when indicated.
8. Competent counseling
9. Follow-up of cases.

Local situations often influence methods which can be used in carrying out VD programs in industry, especially when community facilities are utilized by companies which do not maintain medical departments. Literature and assistance in formulating plans for program procedure are available to any company through the cooperation of public health departments and the American Social Hygiene Association.

Participation and careful planning by management and labor may contribute much in detecting and eradicating the venereal diseases which sabotage industrial production.

The participation of management includes the cooperation of the medical department. In fact, the program should be under the guidance of an active, far-seeing and enthusiastic medical director.

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## Labor-Management Committees

THE Bridgeport Brass Company, Bridgeport, Connecticut, was one of the first to adopt a War Production Board program of labor-management committees. Jointly with the local union of the International Union of Mine, Mill and Smelter Workers (CIO) seven identical committees in both the Fabricating Division and Mill Products Division were set up in the early spring of 1942. Later, this number was expanded to ten in each of the two divisions of the plant. The number of employees now working together on these committees, equally representing labor and management, totals more than 300 persons.

At the head of each committee in each division are two co-chairmen, one repre-

senting labor and one representing management. These co-chairmen meet regularly as a steering committee to review the work of all committees and to act in an advisory capacity. Since their inception, most of these committees have met twice weekly, and at six-month intervals each committee makes a full report. The last reports were given in June and provide a good insight into the actual operation of a successful labor-management committee:

### WHAT COMMITTEES DID

#### *Slogans and Posters*

The slogans and posters committee in the Fabricating and the Mills Products divisions together submitted a joint report. Since making the last semi-annual report

the two slogans and posters committees had held three slogan contests, with first, second and third prize awards made in each contest. During this period the cash award for total prizes was raised from \$50 to \$100 and the winning slogans are being used for special posters by various other subcommittees of the labor-management committee.

#### *Suggestions*

Twenty-three suggestions received the special "Award for Production Ideas." Because of their outstanding merit they were submitted to the Awards Committee of the War Production Board in Washington for consideration for further recognition. For the six months ended March 31, 1944, the Mill Products Division had re-



ceived a total of 1,129 suggestions, of which number 441, or 39%, were accepted.

### *Radio and News*

The principal medium of the radio and news committee of the Fabricating Division is "Brass Flashes," a bulletin through which news is publicized of the activities of all the other committees, as well as all items of interest pertaining to the company's efforts in war production. This committee works steadily to obtain items of interest for broadcasting over the company's public address system.

The radio and news committee of the Mill Products Division reports as one of its major projects a completed album of photographs of all Bridgeport Brass Company men and women in Service. This album is placed in the reception room at the general offices for the primary use of all returning service men and women who come to the plant to visit so that they may know where their friends and former associates are and in what branches of Service they serve. Each service man or woman is photographed when they return to the plant for a visit. This committee also reported cooperation with the Public Relations Department in preparing news stories which appeared in local newspapers.

### *Plant Efficiency*

The efficiency group of the Mill Products Division consists of the following six subcommittees:

Casting shop	Tube mill
Sheet mill	Plant maintenance
Rod mill	Navy building

These committees made a joint report on eliminating certain bottlenecks in the production lines. In the Fabricating Division, the efficiency committee considers the following subjects: taking care of tools; preventing breakdowns; cutting down accidents; good lighting; maintenance and repair; adapting old machines to new uses; cutting waste; breaking production bottlenecks; and increasing production of machines and operators. Breakdown of tools and equipment have been carefully analyzed and corrections and remedies have been suggested, resulting in a constant reduction in maintenance costs.

### *Absenteeism and Lost Time*

The absentee and lost-time committee of the Mill Products Division continues the practice of keeping a record of actual absences without cause, and absences owing to sickness and lost-time accidents. The Industrial Relations Department works with the committee and has put into use a form for keeping a separate record of male and female absences and for analyzing frequency, severity and probable causes of absences. They are working on a plan that will inform the committee as to who are the chronic absentees.

This committee at the Fabricating Division continues its policy, established now for two years, of keeping a record of actual absences without cause, and absences owing to sickness and lost-time accidents. The committee has put into use many suggestions thought helpful in reducing absenteeism.

### *Safety, Fire and Good Housekeeping*

In the last six months, 115 recommendations have been submitted at the meetings of this committee of the Mill Products Division and many have been put into practice. The fire captain attends some of the meetings to discuss with the committee all possible fire hazards and corrections of those unsafe conditions. Each committee member in the Fabricating Division is called on individually at every meeting for ideas on increasing safety and eliminating fire hazards. The committee reported that 166 recommendations had been made in the past six months and only 21 were still pending. All others had been closed out with at least 85% accepted.

### *Transportation and Material Handling*

The work of the two transportation committees runs parallel, with the handling of supplemental gasoline rationing for employees and making arrangements for pooling cars, approving applications for tires and issuing certificates for special rubber work shoes. Through recommendations of the committee it has been possible to clear many congested areas in the Mill Products Division and passageways for the safer and more efficient handling of materials. In the Fabricating Division the committee has presented workable recommendations for greater ease in the flow of goods in process and for improvements in the construction of work boxes, in runway floors and platforms and for savings in truck wear and tear.

### *War Bond Committee*

The war bond committees at both plants stimulated interest in the last war bond drive by means of a bandwagon which they sponsored in collaboration with the Public Relations Department. Entertainment was provided by talented employees and appeals were made by returned war veterans to continue the regular purchase of war bonds and stamps. The committee sold \$166,788 worth of bonds for cash, and payroll deductions were increased to bring the average for the six-month period to 12%. The company's plan for conducting a war bond drive was publicized in *The Minute Man*, a nationwide publication.

### *Salvage Committee*

The salvage committees were organized approximately six months after the other committees were set up. The committee

at the Mill Products Division has held monthly meetings since its beginning and in June of this year reported the collection of the following materials:

Paper—66,550 lbs.  
Rubber—1,290 lbs.  
Rags—10,950 lbs. (washed and reused)  
Stoves—11,692 lbs.  
Cast Iron Moulds—306,720 lbs.  
Misc. Iron and Steel Scrap—42,030 lbs.  
Wooden Barrels—131 pieces (reclaimed for reuse)  
Reclaimed Oil—19,325 gals.  
Ends from electric light bulbs—748 pieces  
Scrap lumber—48,280 lbs.

The regular scrap collection amounted to 813,039 pounds for the six-month period. An increase of 50% in paper salvage was also effected with the help of three new baling machines. The scrap collections in the Fabricating Division were not quite so high as in the previous period, indicating that most of the available scrap material had already been disposed of. The committee reported that the cooperation given them by the foremen of the various departments was most helpful.

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## **UE Guide to Group Insurance**

The United Electrical, Radio and Machine Workers of America (CIO) has issued an attractive booklet on group insurance as a guide to its locals. The General Executive Board of the union had previously recommended that the locals, as a part of their bargaining demands, present a program of group insurance. The board recommended that the program provide for accident and sickness benefits, life insurance, accidental death and dismemberment benefits, surgical benefits, hospital benefits for workers and their dependents.

It also recommended that the unions ask the employer to pay for the entire cost of the plan. The gross cost of the UE model contract was estimated to be about \$6 a month per employee, or approximately 3.5 cents on an hourly basis.

## **It Pays to Suggest**

During the first six months of 1944 over twice as many suggestions were submitted under the suggestion plan of the Armstrong Cork Company than during the same period last year. Out of a total number of 5,614 suggestions offered during the first half-year in 1944, a third, or 1,938 suggestions, were put to use. Cash awards of \$17,219 were paid out for them.



## Trends in Collective Bargaining

### War Labor Board Survey

The National War Labor Board have been unanimous in virtually half of their decisions. A survey for a three-month period June 15 to September 15, 1944, reveals that in the split decisions the public and industry members outvoted the labor members in a slightly greater percentage of cases than the public and labor members outvoted the industry members.

Chairman William H. Davis interpreted the survey as evidence that there is no combination of two groups on the Board consistently prevailing over the will of a minority. "The experience of the War Labor Board . . . has vindicated the tripartite method of resolving conflicts in wartime between labor and management," he said. "The fact that almost half of our decisions are acceptable to both labor and management representatives on the Board is evidence enough, in my mind, of the soundness of the method. This is further substantiated by the fact that in only 22 instances has either employer or union refusal to accept a WLB order necessitated government seizure because of effect on the war effort, although decisions have been issued in more than 10,000 dispute cases and 282,000 voluntary applications."

The survey included 1,407 national board decisions in both dispute and voluntary cases. In 685, or 48.6%, the decisions were unanimous.

In 315, or 43.6%, of the 722 cases in which there were split decisions, the public and industry members outvoted the labor members. The public and labor members formed a majority against the industry members in 296, or 41%, of the 722 cases. The public members were outvoted by a combination of industry and labor members in 11 cases, or 1.5%, and there were mixed dissents in 100 cases, or 13.8%. A mixed dissent is one in which the vote of at least one of the three groups is divided.

### Arbitration Procedure

In the event that a grievance in a large New England metal trades plant cannot be settled through the regular grievance procedure or through the State Board of Mediation and Conciliation the matter is to be submitted to the American Arbitration Association by either party within thirty days of the first mediation meeting.

The AAA shall arrange to have the dis-

pute arbitrated and the parties agree to abide by the award, subject to such rules and regulations as any federal agency having jurisdiction may impose. There shall be no suspension of work during a period when a dispute arises and while it is being arbitrated. "The Arbitrator shall have no power to make an award in any matter submitted to him which constitutes an amendment or addition to or an elimination from any provisions of this contract."

Under this agreement shop representatives of the union shall be paid for time spent in handling grievances before they are submitted to arbitration, but meetings held to discuss grievances shall not last over three hours. No time lost by employees representing the union at arbitration proceedings shall be paid for by the company. The union in this company is a member of the CIO.

### Union Relations

A well-known representative of American industry who has spent considerable time in the field of labor relations and as a negotiator of collective bargaining contracts has included an employer-union relationship clause in what he refers to as a basic agreement. This clause states that neither party to the contract will discriminate against any employee because of union affiliation or nonaffiliation, or race, color, creed or political belief.

There is to be no solicitation of any monies due the union by members on company time or company property, and the union and the company will cooperate to assure a full day's work by each employee, combat absenteeism, improve quality of workmanship, and the union shall not issue any false or misleading statements about the company, its products or personnel.

Subject to approval by the personnel director, the union may use the company bulletin boards for notices pertaining to union meetings, union elections, social and educational gatherings. Notices shall not contain political or controversial material which reflects upon the integrity of the company or any of its employees.

### Veterans and Seniority

The law committee of the Association of American Railroads disagrees with the Selective Service Administration's interpretations of the reemployment rights of

World War II veterans as outlined in Local Board Memorandum 190-A. C. A. Miller, Vice President of the Short Line Railroad Associations, agrees with the position taken by the AAR. Both associations state that the Selective Service Law does not indicate that a veteran's reemployment rights "should be enlarged," and also that Congress intended that the veteran should have the same employment rights as if he had remained in "continuous employment."

The AAR opinion, adopted on September 21, 1944, says that "the requirement . . . that the returning veteran must be restored to work even though such reinstatement necessitates the discharge of a nonveteran with a greater seniority is not supported by any direct language of the statute. The use in the statute of the verb 'restore' lends support to our position. The statute provides that the employer shall restore such person to such position or to a position of like seniority, status and pay."

The AAR claims that the use of the word "restore" is hardly appropriate if Congress intended that the veteran should be established in a position of superior seniority or status.

And the words "position of like seniority" cannot mean "of greater seniority." The statutory provision, "to a position of like seniority," is ineptly worded in that seniority does not attach itself to a position but to the individual. Since "like" is used in the sense of "equal," the statute should be considered as though it read "to a position equal to that to which his accrued seniority entitles him."

### Vacations with Pay

Employees who have had at least one year's seniority and have completed 1,500 hours of work, exclusive of overtime, shall be entitled to five days' vacation with pay under the terms of a vacation clause provision recently negotiated by a heavy industry plant in Michigan and an AFL union.

Employees with five years' seniority who during the twelve months preceding June 1, 1944, completed 1,500 hours of work, exclusive of overtime, shall receive ten days of vacation with pay.

Employees laid off for a period exceeding a year shall lose their seniority for vacation purposes. Employees granted a



leave of absence shall not lose their seniority but time absent on leave of absence shall not be counted as seniority for vacation purposes. Leaves of absence shall not exceed one year in the aggregate.

Vacations shall be taken between June 1 and December 1, taking into consideration employee wishes and company requirements.

During the war emergency, employees may be required to waive their vacation if their services are needed by the company. In such cases, employees shall be entitled to receive their vacation pay in addition to the wages paid for work performed during the vacation period. Employees separated from employment after they have qualified for a vacation shall be paid in cash for the vacation allowance due them.

#### "UE" Contracts

The report of the International officers to the annual convention of the United Electrical, Radio and Machine Workers of America (CIO) summarizes the number and type of union contracts for 1943 and 1944. Part of the report dealing with types of clauses in agreements is given in the accompanying table.

#### AFL-CIO Rivalry

Forty-four employees of the Bethlehem-Fairfield Shipyard, Inc., Baltimore, Maryland, resigned as members of the Industrial Union of Marine and Shipbuilding Workers (CIO), the official bargaining agent at the shipyard, because they claimed that their union is used as a "political machine for the Communist Party" and that their grievances against management have been neglected because the "Communist Party line calls for all out on the political front."

The union demanded that the company discharge the forty-four former members in accordance with the maintenance-of-membership clause in the union contract.

The matter was eventually arbitrated, although the company felt that there was no clause in its union contract that enabled the arbitrator to assume jurisdiction over the case.

A leaflet which contained the resignation of the forty-four union members and their charges against the union was distributed on March 20. On March 28, the Baltimore Metal Trades Council (AFL) filed a representation petition with the NLRB and notified the company that they now represented the majority of the employees in the shipyard.

The arbitrator in this case, Charles C. Killingsworth, stated in his decision:

"A closed shop, union shop, or main-

### Provisions in UERMWA Contracts, 1943-1944

Source: United Electrical Radio and Machine Workers of America

	1944		1943	
	Plants	Employees	Plants	Employees
<b>Seniority by type</b>				
Not qualified.....	660	317,230	546	221,760
Qualified by ability to do job.....	249	175,755	369	219,619
Qualified otherwise.....	171	192,980	46	120,947
<b>Seniority by unit covered</b>				
Plant-wide.....	569	277,755	569	102,392
Departmental.....	438	327,495	325	302,548
By group or occupation.....	73	80,715	67	57,387
Seniority for stewards.....	574	410,735	406	319,875
<b>Overtime</b>				
Time and a half over 8-hr. day or 40-hr. week.....	1,052	660,890	940	431,509
Time and a half for Saturdays.....	702	442,480	620	410,725
Double time for Sundays and holidays.....	770	505,000	692	419,449
Double time for excessive overtime.....	144	75,058	96	85,678
Supplement on Executive Order 9240.....	448	436,912	192	170,660
Arbitration.....	940	617,105	793	502,596
Call-in pay.....	760	607,760	568	357,049
Military Service (severance pay).....	450	401,050	339	313,293
Equal pay for equal work.....	402	464,025	272	326,963
Rest periods.....	98	53,285	49	17,526
Sick and maternity leave.....	123	223,205	89	143,585
Paid holidays.....	350	111,290	...	80,766
<b>Vacations</b>				
Working less than one year				
One week's vacation if employed 6 months.....	75	81,915	51	45,500
One-half week's vacation if employed less than a year....	195	98,180	149	65,800
Working one year or more, but less than 2 years				
Vacations of one week or more.....	789	554,890	537	429,025
Working two years or more, but less than 5 years				
Vacations of one week.....	41	21,860	10	2,100
Vacations of 2 weeks or more.....	69	38,320	41	18,500
Working five years				
Vacations of 2 weeks or more.....	344	421,190	250	339,800
Total with vacations.....	999	663,460	893	535,000
<b>Night Bonus</b>				
15% and over.....	50	44,215	34	17,925
10% to 14%.....	371	336,641	318	272,775
5% to 9%.....	66	83,320	93	88,350
Less than 5%.....	2	1,000	3	1,250
15¢ and over.....	3	3,130	2	2,350
10¢ to 14¢.....	62	34,743	40	30,550
5¢ to 9¢.....	204	100,988	150	55,000
Less than 5¢.....	15	7,729	16	6,800
Total with night bonus.....	773	611,770	651	475,000
<b>Contracts by type of bargaining</b>				
Closed shop.....	216	26,066	21	23,000
Union shop.....	200	61,737	21	51,750
Maintenance of membership.....	573	545,345	38	402,500
Sole collective bargaining.....	93	52,820	16	97,750
<b>Check-off</b> .....	427	453,336	292	311,924

tenance-of-membership contract does not limit the right of a union member to resign from the union. All that such a contract does is to provide a deterrent to resignations during the life of the contract . . . The union cannot expel someone who is not a member . . . The expulsions here were comparable to the action of an employer, who, when confronted by an employee who announces that he is quitting his job, says, 'You can't quit, you're fired.'"

The forty-four employees and the company stated at the arbitration hearing that "the company would be guilty of an unfair labor practice under the NLRB if it discharged the employees in accordance with the union's demand while a representation petition is pending." The CIO un-

ion contended that there is no provision of the NLRA or any of its decisions which would uphold this claim.

Six of the employees were reported by the company as being no longer with the company, and four as being outside the jurisdiction of the bargaining unit. The arbitrator held that in accordance with the collective bargaining agreement the remaining thirty-four workers should be discharged and also one of the group of four should it be determined by arbitration that this person is within the bargaining unit.

It is obvious from reports that the intensive rivalry that existed between the AFL and CIO before the no-strike pledges is coming to the fore with more vigor than ever before.



### Seniority in Rubber Industry

A survey of seniority provisions in union contracts by the Bureau of Labor Statistics reveals that "in general, management has conceded to labor the prerogative of defining seniority" and that if there were no seniority provisions for rubber workers, according to one management representative "the labor turnover would be too great."

Both the management and labor representatives in the rubber industry agree that there have been few opportunities to test the effectiveness of seniority provisions during "large-scale layoffs." This study reveals that employees in the Akron rubber plants serve a probationary period of sixty days to one year before acquiring permanent seniority status.

Work sharing through the reduction of the work week is provided for in most of the Akron rubber plants, although the agreements which have work-sharing clauses declare that for the duration of the war Executive Order No. 9301 shall prevail. This order states that "no plant, factory, or other place of employment shall be termed to be making the most effective utilization of its manpower if the minimum work week therein is less than forty-eight hours per week."

In most rubber industry contracts, layoffs are mainly based on departmental seniority as is also rehiring.

Union representatives and officers have "special" seniority.

Most of the union contracts have incorporated the seniority provisions of the Selective Service Act of 1940. There is nothing in the BLS report to indicate the incorporation of General Hershey's Interpretive SSA Bulletin 190-A, which states that veterans shall have priority regardless of seniority. Negro workers are given the same seniority provisions as white workers, although there have been a number of work stoppages because "white workers have objected to working with them."

### British Labor Unions

The 76th annual convention of the British Trades Union Congress opened on October 16 with 725 delegates, representing 6,642,317 members in 190 unions. Of the membership represented, 1,361,144 are women, an increase over 1943 of 141,601. The Trades Union Congress has approximately three-quarters of all British unionists (under the Trade Union Act of 1927, unions of civil service workers are not allowed to affiliate with the Congress). Fraternal delegates from All-Union Central Council of Trade Unions of the U.S.S.R.

and the American Federation of Labor were present at the convention.

By a vote of 3,685,000 to 2,802,000 the delegates rejected a resolution calling for a withdrawal of the wartime no-strike pledge.

### Australian Labor Unions

More than 1,100,000 Australians are members of trade unions. This is equivalent to 157 out of every 1,000 of population compared with the 91 for every 1,000 Americans who are members of the AFL or CIO, according to the Australian Information Bureau in New York City.

In 1941, the percentage of unionists in Australia was 106 per 1,000 compared with 86 per 1,000 in Great Britain and 27 per 1,000 in the United States. Out of the 381 unions in Australia, 117 are national

in scope and have 84% of the members; these unions are organized along craft lines. A movement toward consolidation on an industry basis is gaining impetus.

Dues in Australian railroad unions are about \$8 a year and only one or two unions have annual dues of more than \$10 a year. Initiation fees are small or nonexistent. Union dues are recognized as debts and can be recovered through the courts.

The Labor Party in Australia was formed as the political arm of the trade unions. Nevertheless, some unions vote on the question of labor party affiliation. Yet the labor unions and the Labor Party are united in their political outlook. The Prime Minister of Australia was formerly an officer of a trade union.

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## Wage and Salary Stabilization

**E**STABLISHMENT of a 40-cent minimum wage under the jurisdiction of the Fair Labor Standards Act was completed last July when the last two wage orders became effective.

A minimum wage of 25 cents an hour was established by the act on October 24, 1938. At the end of a year, it was provided, the minimum would be increased to 30 cents an hour and would remain at that figure until October 24, 1945, except that specific industries could adopt a higher rate upon recommendation by special industry committees.

On the occasion of the sixth birthday of the act last month, L. Metcalf Walling, Administrator of the Wage and Hour Division, stated that more than a million and a half employees have received pay increases as a result of the orders establishing the 40-cent floor under wages. However, he also pointed out that more than 4,000,000 workers are still paid less than 40 cents an hour. About 1,000,000 of them are engaged in agriculture and domestic service and 3,000,000 in industry and retail and service trades outside the protection of the act.

No sooner had the 40-cent minimum wage goal been attained than a new goal appeared on the horizon. In cotton textile cases before the War Labor Board the Textile Workers Union of America (CIO) has been requesting a minimum wage of 60 cents an hour. Moreover, Harry Hopkins, one of President Roosevelt's leading

advisers, states in a recent issue of *The American Magazine* that he favors an ultimate 60-cent statutory minimum wage with 50 cents as an intermediate step. In this article he claims that "an upward revision is necessary now, so that maintenance of consumption can be better assured during the period of transition from war to peace, as well as thereafter."

### SUBSTANDARD WAGES

It might be said that the passage of the wage-hour law in 1938 was premised on the contention that a large proportion of the workers of the country were working under substandard labor conditions.

While the act was under consideration the House Labor Committee stated that "a full third of the American people have not the purchasing power to maintain what we should like to regard as a decent standard of American life. Too many of our workers are working excessively long hours for excessively low pay . . ."

In May, 1943, the War Labor Board gave its first policy on substandard rates in connection with the Everbest Engineering Company case. The vice-chairman, George W. Taylor, explained the board's policy as follows:

"There are two types of problems that the board will, from time to time, face in dealing with the question of substandard rates. The first type relates to cases, where, within a given unit of integrated



and balanced job classifications, only a portion of the rates may be characterized as sub-normal. If, in such cases, only the sub-normal rates are to be increased, there is obviously great danger that the entire wage structure of the plant or establishment will be thrown out of balance.

"The second type of case, which is the one here presented, is where all or some of the rates within an inter-related group of job classifications are not only substandard but are characterized as well by unusually wide rate variations which bear no relation to job value and which constitute a wage structure inherent with inequalities. To increase each rate by the same amount in such a situation would serve only to aggravate the inequities as between employees working side by side and thus perpetuate an economically unsound wage plan.

"In both types of cases the board's duty of promoting maximum production requires that whatever wage increase is awarded be carefully and intelligently allocated among the job classifications so as to avoid unbalancing a sound wage plan in the first case and to achieve a balanced plan in the second."

In the case of the Buckeye Cotton Oil Company in 1943, the regional board at Little Rock, Arkansas, granted increases to employees receiving under 50 cents an hour while those receiving more than 50 cents an hour were unaffected. This seemed to mark a growing practice by the board of considering 50 cents an hour as the point below which substandard rates exist.

Recommendation by the Philadelphia regional board in June, 1943, of a 50-cent yardstick for measuring substandard wages in twenty-seven manpower areas in Pennsylvania, Delaware, Southern New Jersey and Maryland constituted the first definite formal action of this kind by a regional board.

The 40-cent minimum is now so firmly established as a floor under wages that General Order No. 30, adopted by the WLB on February 18, 1943, and amended August 23, 1943, gives employers blanket approval to raise rates to this level. The order states:

"In accordance with the provision of Section 4 of Title II of Executive Order 9250, increases in wage or salary rates which do not bring such rates above 40 cents per hour may be made without the approval of the National War Labor Board."

Adoption of a 50-cent substandard dividing line is gaining increasing adoption by regional boards. Whether this is to become an intermediate step toward the 60-cent statutory minimum proposed by the Textile Workers Union of America

and seconded by Mr. Hopkins remains to be seen.

A proposed minimum wage of 65 cents an hour is also receiving some attention. Senate Concurrent Resolution 48, introduced by Senator Claude Pepper, Chairman of the Senate Committee on Education and Labor, provides that "it is the sense of the Congress that a straight time hourly rate of 65 cents per hour is the minimum below which the National War Labor Board shall consider any wage rate substandard."

A special subcommittee appointed by Senator Pepper held hearings on this proposal on October 11 and 12 with AFL President William Green, CIO President Philip Murray and representatives of business groups, as well as rank and file employees in low-paying industries scheduled to appear as witnesses.

#### AUTOMATIC WAGE PROGRESSION

Section II-C-1-c of General Order No. 31 provides that merit increases may average 5 cents an hour in a given year and establishes a limit of 10 cents an hour on individual increases. This is generally known as the five-and-ten rule. Subsections a, b and c of Section II-C-1 are as follows:

"1. Merit increases or automatic length-of-service increases

"(a) *Merit increases* are individual wage or salary rate adjustments made as a reward for improved quantity and/or quality of work or service.

*Automatic length-of-service increases* are individual adjustments usually made automatically at the end of specified periods of satisfactory service.

"(b) Both such increases must be made only within job classification rate ranges (as defined above).

"(c) The total of such increases to any individual employee (subject to National War Labor Board jurisdiction) shall not exceed, during any year (beginning July 1, 1943), 10 cents per straight-time hour or more than two-thirds of the difference between the appropriate minimum and maximum rates, whichever increase is greater, and the total amount expended on such increases during any such year shall not exceed an average of 5 cents per straight-time hour for all the employees in the establishment who are covered by the plan and whose wage or salary rates are subject to National War Labor Board jurisdiction."

The action of the WLB, taken on September 21 and made public on October 2, relating to voluntary applications for au-

tomatic in-range pay progression establishes provisions that supplement Section II-C-1 in Order No. 31. The board dispatched instructions to regional boards and industry commissions setting forth guiding rules for approval of Form 10 applications involving automatic progression.

To aid in the carrying out of these instructions the board has introduced a three-way classification of jobs in any establishment: unskilled, semi-skilled and skilled. It suggests that "for the purpose of these instructions, regional boards and industry commissions shall consider, with due modification in view of the facts of particular cases, the lowest third of an establishment's jobs to be unskilled jobs, the middle third to be semi-skilled jobs, and the top third to be skilled jobs."

Paragraphs 1 and 2 of the board's instructions contain the fundamental features of the plan:

"1. Where an employer and a recognized or certified collective bargaining agency (or an employer where no such an agency exists) agree on automatic progressions from minima to maxima of properly established rate ranges, regional boards and industry commissions may approve such progressions provided that the speeds of such progressions are no faster than 12 months for unskilled jobs, 18 months for semi-skilled jobs, and 24 months for skilled jobs.

"2. Where an employer and a recognized or certified collective bargaining agency (or an employer where no such agency exists) agree on automatic progressions to the midpoints of properly established rate ranges, regional boards and industry commissions may approve such progressions if they are no faster than 4 months for unskilled jobs, 6 months for semi-skilled jobs, and 8 months for skilled jobs."

#### ORDER NO. 37

Superseding provisions in earlier orders dealing with wage incentive administration the War Labor Board issued General Order No. 38 on November 1 to make clear which new incentive wage or piece rates and which changes or modifications of established incentive wage or piece rates may be made without board approval. A special arrangement of the main provisions of this order follows:

"Institution of a new incentive wage or piece rate, extension of an established incentive wage or piece rate to departments not covered by existing wage incentive or piece-rate plans, and the change or modification of an established incentive wage or piece rate may



be accomplished without the approval of the National War Labor Board only under the following circumstances:

"1. Where the rate is changed to reflect a change in method, product, tools, material, design, or production conditions. Such a change in rate must maintain the established relationship between earnings and effort, so that equivalent earnings will be paid for equivalent effort. The failure to make such a change constitutes an unauthorized wage increase or decrease.

"2.—Where a new production item is placed on an incentive-wage or piece-rate basis in those parts of a plant where an established incentive-wage or piece-rate plan is in operation, provided that the principles of the plan which is in operation are applied to the new item.

"In establishing incentive wage or piece rates for new production items, equivalent occupational earnings must be maintained for equivalent effort. Ordinarily, this result is accomplished by the maintenance of established rate-setting practices based on engineering principles."

"Inaccurately determined rates must be immediately adjusted to bring them into conformity with the principles outlined in this order.

"Adequate records must be maintained by employers in connection with actions taken under the authority of this order. Increases or decreases in average hourly earnings resulting directly from such actions can be justified only on the basis of increased or decreased levels of performance."

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## Pin-up Girls

Anyone who has occasion to see large numbers of employee magazines regularly cannot help being struck with the growing frequency with which photographs of pulchritudinous young women employees are being used in cover designs. The young ladies, strangely enough, are not in coveralls, at lathe or milling machine; they are in bathing suits!

An explanation for the curious is that the boys in Service want pin-up girls, and companies, always alert to employees' needs, are seeking to oblige in the publications which are being sent to their former employees. In addition to the covers, a few magazines are conducting pin-up girl campaigns, which entails printing each month a number of photographs of the runners-up.

# Developments in Employee Benefit Trusts

**D**URING the past month several important rulings have been issued by the Bureau of Internal Revenue concerning various aspects of profit-sharing and pension trusts, as follows:

## PROFIT-SHARING AS FEEDER

A company requested information on whether it would be permissible to operate a profit-sharing plan concurrently with a pension plan, covering the same employees, and use the former as a "feeder" to meet the cost of the latter in years when profits are below a specified minimum.

PS No. 37 stated that a profit-sharing plan, under which it is possible to divert funds in order to meet the cost of a pension plan established for the same employees, also benefits the employer in that it relieves him of his commitment under the latter plan. Therefore, the ruling specified that a profit-sharing plan which may be used to pay the costs of a pension plan will not be acceptable.

If, however, the employee is given non-forfeitable rights under the profit-sharing plan, he may designate the use of funds to his credit to meet the cost of the pension plan. In this event, the contributions are taxable to the employee.

## MIMEOGRAPH 5717

PS No. 38 indicates another method of applying the limitations imposed by Mimeograph 5717 on the twenty-five highest-paid employees covered by a pension plan in the event of its early termination. The limitation is expressed in terms of maximum benefits instead of employer contribution.

## STOCKHOLDERS' BENEFITS

PS No. 39 amplifies IT 3674 under which employer contributions for employees who individually own more than 10% of the stock is limited to 30% of the total contributions. A company posed the question whether it could spread its contributions for past-service pensions for employee stockholders over a period longer than ten years, so that the total deductions for that class would not exceed 30% of the total contributions. PS No. 39 pointed out that the 30% limitation did not apply merely to the deductions made for the employee stockholders. The criterion was whether the contributions used to provide benefits for this class exceeded 30% of the total.

## INCOME BASIS

In computing the amount of company income to which the profit-sharing formula is applied, the usual practice is to use the annual income as determined for federal income tax purposes. PS No. 40 states that a company may compute the annual income figure according to its customary accounting practice. In this case, however, the procedure must have been long established, usually five years or more, and must have been found reliable. In addition, due consideration should be given to the reserves, the general subject of which is covered in PS No. 21.

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## Army-Navy "E" Award

The Norris Stamping and Manufacturing Company, Los Angeles, California, was awarded the fifth star for its Army-Navy "E" pennant on September 25. The company attained a top rating on all performance factors considered by the Army and Navy boards in granting this award. According to *Norris Nooz* these factors included quality and quantity of output, overcoming production obstacles, avoidance of work stoppage, maintenance of fair labor standards, training and upgrading of workers, and utilizing of subcontracting facilities. This company, the first award winner in the West, is now looking forward to winning the seventh star in another twelve months.

## Reward for Bond Sales

As an incentive under the Sixth War Loan Drive, the New York Life Insurance Company is granting a one-day holiday with pay to each of its employees who sells twelve or more war bonds as members of the Blue Star Brigade. The holiday may be taken immediately or at the mutual convenience of the department head and the employee.

## War Bonds for Soldiers

The Texas Company has announced that it will purchase a \$100 war bond as a Christmas gift for each of its 5,000 employees on military leave of absence. Last year the company gave \$50 bonds to its employees in Service.



## Review of Labor Statistics

THE filing on November 18 of the report of the President's Committee on the Cost of Living again brings to the fore the question of a national wage policy.

Since September, 1942, the national wage policy has been based upon the Little Steel formula which provides that wage adjustments of 15% above the January 15, 1941, level would be allowed to workers to compensate for the 15% rise in living costs between January, 1941, and May, 1942. There have been frequent requests for changes in this policy, made chiefly by leaders of organized labor. If a change is to occur it will probably be soon, now that the President's committee has filed its report.

### WHY ATTACK ON INDEX

Since the formula was based upon the index of living costs of the Bureau of Labor Statistics, and the Administration was firm in its policy of not permitting wage increases to exceed increases in living costs, it is natural that attacks upon the Little Steel formula should be directed toward the measurement of living costs used in it. For the past two years, therefore, the BLS index has been under investigation by representatives of the two principal labor unions and by impartial groups, the most widely publicized of which was the committee appointed by the President in November, 1943. A number of reports have appeared on the subject which, with the exception of the two labor reports, have substantially supported the BLS findings.

The labor reports have claimed that living costs have risen much more than the BLS indicates. They further claimed that the Bureau does not measure changes in living costs but only changes in the retail prices of selected commodities and services. The technical committee appointed by the chairman of the President's Committee on the Cost of Living and headed by Wesley C. Mitchell, made a report on June 15 supporting the findings and techniques of the Bureau's indexes. This committee attempted to evaluate the effects of all the weaknesses attributed to the BLS cost of living index by both previous impartial investigators and the labor unions and concluded that an additional increase of 3% to 4% over and above the Bureau's findings would allow for all errors.

In making its report, the President's committee stressed the findings of the Mitchell committee and emphasized the

fact that "they are good basic figures for use in the formulation of fiscal and other governmental policies." Its report was supplemented by reports from the industry and labor members of the President's committee.

The labor leaders active in the attempt to revise the national wage policy are now swinging away from emphasis upon their claim that living costs have risen nearly twice as much as the BLS reported. They are now stressing the fact that, according to the BLS, living costs have risen slightly over 25% and according to the Mitchell committee perhaps an additional 4%, or a total of 29%. Thus, the increase is nearly twice that allowed in the Little Steel formula. On this basis, labor apparently feels they have a strong argument for an additional 14% increase in wages, although increases in hourly and weekly earnings continue to exceed those in living costs.

### CLASS I RAILROADS

Hourly earnings of workers on Class I railroads were 12.4% higher in July, 1944, than in July, 1943. This represented an increase of \$.107 in hourly earnings which rose to \$.973. This increase was the result of new contracts between the unions and operating companies effective December 27, 1943.

The average length of the work week declined slightly, but weekly earnings increased 10.4% to a new level of \$50.28.

This increase (see page 333) involved the most serious controversy between railroad unions and operating companies since the passage of the Railway Labor Act in 1923. A strike threat was met with Army seizure of the railroads. A study of the

history of the case seems to indicate that had there been no interference with the machinery established in the Railway Labor Act, settlement at least of the non-operating dispute might have come much earlier—without a threatened strike and consequent seizure of the railroads.

### WAGES AND HOURS

Weekly and hourly earnings of wage earners in twenty-five manufacturing industries reached new peak levels in September. Inasmuch as weekly earnings advanced more rapidly than living costs, "real" weekly earnings also rose from August to September. The increase in weekly earnings was more than offset by a decline in employment, which was reflected in a very slight decline in payrolls.

The average wage earner in the twenty-five manufacturing industries in September earned \$1.080 an hour and worked 45.6 hours to earn an average of \$49.43 a week.

Employment and man hours declined more than 8% from September, 1943, to September, 1944, indicating a slackening of manufacturing activity.

### STRIKES

Strike activity declined in September, according to the Bureau of Labor Statistics. Over the year, however, there was a great increase in activity, with 64.6% more strikes begun in September, 1944, than in September, 1943, and with 176.1% more workers involved and 214.3% more time lost. (See page 344.)

G. CLARK THOMPSON  
*Division of Labor Statistics*

## Payroll Statistics in Manufacturing

AVERAGE hourly and weekly earnings of all wage earners in the twenty-five manufacturing industries surveyed each month by THE CONFERENCE BOARD rose to new peak levels in September. "Real" weekly earnings also rose.

The number of hours worked in one week remained unchanged at the August level. Employment declined, and total man hours worked were also reduced. The rise in weekly earnings was more than

offset by lowered employment so that payrolls were very slightly lower in September. Wage-rate increases were negligible.

### WAGE-RATE INCREASES

Wage-rate increases of 5.4% were granted to 0.3% of the workers in the twenty-five manufacturing industries in September. The average for all workers was only 0.02%. Of the fourteen indus-

(Continued on page 329)



# SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1944						Year Previous	Percentage Change	
		Oct.	Sept.	Aug.	July	June	May		Latest Month over Previous Month	Latest Month over Year Previous
<b>Absence rates in manufacturing (BLS)</b>	per 100 employees	....	6.3	6.6	6.4	6.1	6.3	6.1	-4.5	+3.3
<b>Clerical salary rates</b>										
Billing machine operator.....	mode in dollars	....	....	....	....	....	30.00a	25.00	....	+20.0
Calculating machine or compt' ter operator	mode in dollars	....	....	....	....	....	28.00a	30.00	....	-6.7
Office boy or girl.....	mode in dollars	....	....	....	....	....	20.00a	20.00	....	0
Stenographer.....	mode in dollars	....	....	....	....	....	30.00a	30.00	....	0
Telephone switchboard operator.....	mode in dollars	....	....	....	....	....	30.00a	28.00	....	+7.1
Senior copy typist.....	mode in dollars	....	....	....	....	....	28.00a	29.00	....	-3.4
<b>Cost of living, wartime budget</b>										
Food.....	1923=100	111.1	111.5	111.9	111.9	110.6	110.7	112.6	-0.4	-1.3
Housing.....	1923=100	91.0	90.9	90.9	90.9	90.8	90.8	90.8	+0.1	+0.2
Clothing.....	1923=100	93.6	93.2	93.0	92.5	92.5	92.3	90.6	+0.4	+3.3
Men's.....	1923=100	102.4	102.3	102.1	101.9	101.8	101.8	99.7	+0.1	+2.7
Women's.....	1923=100	84.8	84.0	83.9	83.1	83.1	82.8	81.4	+1.0	+4.2
Fuel and light.....	1923=100	95.1	95.1	95.1	95.1	95.1	95.3	92.7	0	+2.6
Electricity.....	1923=100	66.9	66.9	66.9	66.9	67.0	67.0	67.2	0	-0.4
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.6	94.6	94.6	0	-0.1
Sundries.....	1923=100	114.2	113.6	113.4	113.3	113.2	113.2	108.6	+0.5	+5.2
All items.....	1923=100	105.1	105.0	105.1	105.0	104.4	104.4	103.7	+0.1	+1.4
Purchasing value of dollar.....	1923 dollars	.951	.952	.951	.952	.953	.958	.964	-0.1	-1.3
All items (BLS).....	1935-39=100	....	126.5	126.4	126.1	125.4	125.1	123.9	+0.1	+2.1
<b>Employment and unemployment</b>										
Employment over economic labor force.....	thousands	....	p 8,677	p 8,337	8,471	8,510	7,377	8,691	+4.1	-0.2
Total employment.....	thousands	....	p 64,963	p 64,580	64,669	64,667	63,449	64,464	+0.6	+0.8
Agriculture, forestry, fishing.....	thousands	....	p 11,622	p 11,006	11,164	11,503	10,854	11,915	+5.6	-2.5
Total industry.....	thousands	....	p 21,281	p 21,481	21,379	21,329	21,249	22,362	-0.9	-4.8
Manufacturing.....	thousands	....	p 15,195	p 15,369	15,356	15,392	15,429	16,399	-1.1	-7.3
Trade, service, miscellaneous.....	thousands	....	p 32,061	p 32,092	32,125	31,835	31,345	30,187	-0.1	+6.2
<b>Strikes (BLS)</b>										
Beginning in period.....	number	....	p 390	485	470	500	610	237	-19.6	+64.6
Workers involved.....	thousands	....	p 185	190	145	155	290	67	-2.6	+176.1
Total man days idle.....	thousands	....	p 660	935	680	680	1,400	210	-29.4	+214.3
<b>Turnover rates in manufacturing (BLS)</b>										
Separations.....	per 100 employees	....	....	p 7.8	r 6.6	7.1	7.1	8.3	+18.2	-6.0
Quits.....	per 100 employees	....	....	p 6.2	r 5.0	5.4	5.3	6.3	+24.0	-1.6
Miscellaneous.....	per 100 employees	....	....	p .4	.4	.5	.7	.8	0	-50.0
Discharges.....	per 100 employees	....	....	p .7	.7	.7	.6	.7	0	0
Layoffs.....	per 100 employees	....	....	p .5	.5	.5	.5	.5	0	0
Accessions.....	per 100 employees	....	....	p 6.2	r 6.3	7.6	6.4	7.6	-1.6	-18.4
<b>Wage earners</b>										
<b>All manufacturing industries (BLS)</b>										
Earnings, hourly.....	average in dollars	....	....	1.016	r 1.018	r 1.017	1.017	.965	-0.2	+5.3
weekly.....	average in dollars	....	....	45.85	r 45.43	r 46.24	46.03	43.52	+0.9	+5.4
Hours per wage earner.....	average per week	....	....	45.1	r 44.6	r 45.4	45.3	45.1	+1.1	0
<b>Twenty-five manufacturing industries</b>										
Earnings, hourly.....	average in dollars	....	1.080	1.070	1.072	1.069	1.062	1.036	+0.9	+4.2
weekly.....	average in dollars	....	49.43	r 48.98	48.86	49.30	48.46	47.13	+0.9	+4.9
Hours per wage earner.....	average per week	....	45.6	r 45.6	45.4	45.9	45.5	45.3	0	+0.7
Employment.....	1923=100	....	136.3	r 137.6	138.1	139.5	140.8	149.5	-0.9	-8.8
Total man hours.....	1923=100	....	126.4	r 127.6	127.5	130.2	130.2	137.7	-0.9	-8.2
Payrolls.....	1923=100	....	253.2	r 253.3	253.6	258.5	256.4	264.8	0	-4.4
Wage-rate increases.....	average per cent	....	5.4	6.0	5.3	7.0	6.0	6.9	....	....
Workers affected.....	per cent	....	0.3	0.4	0.8	0.3	0.4	0.8	....	....
<b>Manufacture and distribution of gas</b>										
Earnings, hourly.....	average in dollars	....	....	....	....	....	.989b	.906	....	+9.2
weekly.....	average in dollars	....	....	....	....	....	44.68b	39.82	....	+12.2
Hours per wage earner.....	average per week	....	....	....	....	....	44.6b	43.5	....	+2.5
<b>Generation and distribution of electricity</b>										
Earnings, hourly.....	average in dollars	....	....	....	....	....	1.106b	1.034	....	+7.0
weekly.....	average in dollars	....	....	....	....	....	49.06b	44.64	....	+9.9
Hours per wage earner.....	average per week	....	....	....	....	....	44.0b	42.9	....	+2.6
<b>Class I railroads<sup>1</sup></b>										
Earnings, hourly.....	average in dollars	....	....	....	.973	.965	.971	.866	+0.8	+12.4
weekly.....	average in dollars	....	....	....	50.28	50.85	50.90	45.53	-1.1	+10.4
"Real" weekly earnings.....	1923=100	....	....	....	161.4	164.0	164.1	149.3	-1.6	+8.1
Hours per wage earner.....	average per week	....	....	....	51.7	52.7	52.4	52.6	-1.9	-1.7
<b>Agricultural wage rates per month<sup>2</sup> (BAE)</b>										
With board.....	average in dollars	p 80.55	....	....	81.29	....	....	69.27	....	+16.3
Without board.....	average in dollars	86.80	....	....	77.79	....	....	65.22	....	+17.1
<b>New York City metro. area, Eighteen manufacturing industries</b>										
Earnings, hourly.....	average in dollars	....	1.089	1.081	1.080	1.084	1.074	1.034	+0.7	+5.3
weekly.....	average in dollars	....	49.55	49.62	50.00	50.62	49.73	47.98	-0.1	+3.3
Hours per wage earner.....	average per week	....	45.5	45.9	46.3	46.7	46.3	46.4	-0.9	-1.9

aApril, 1944. bJanuary, 1944 pPreliminary. <sup>1</sup>Derived from Interstate Commerce Commission reports. <sup>2</sup>As of first day of month. rRevised



# Chronology of Labor Relations

## October

### 4 *Strikers Indicted*

As an after-result of the Philadelphia transit strike a Federal grand jury indicts thirty employees of the Philadelphia Transportation Company on charges of violating the Smith-Connelly anti-strike law.

### *President Appeals to Petrillo*

President wires Petrillo, urging him on patriotic grounds to comply with War Labor Board order and end ban on making records.

### 6 *Textile Hearings Open*

In final effort to break Little Steel formula, case for 1,000,000 cotton textile and rayon employees is argued before NWLB by representatives of Textile Workers of America.

### 8 *No Wage Change Before Election*

Information is made public that the President will not do anything to alter the wage stabilization situation prior to the national election.

### 10 *Petrillo Rejects President's Plea*

In reply to President's wire, James C. Petrillo declines to follow President's suggestion.

### 9 *Limited Service Draft Ended*

National Selective Service directs local boards to abolish limited service classification of 1-A (L) since Armed Services no longer call for men qualified for limited duty only.

### 11 *Montgomery Ward Suits Dismissed*

Justice of District of Columbia Fed-

eral Court dismisses six suits in which Montgomery Ward sought to prevent enforcement of War Labor Board directives regarding maintenance of membership and certain other matters.

### 13 *WLB Reports*

For three-month period ending September 15, WLB reports that it has been unanimous in nearly half of its decisions. In split decisions the public and industry members outvoted the labor members slightly more often than the public-labor combination outvoted industry members.

### 14 *Union Boycott Legal*

N. Y. Circuit Court of Appeals in important decision rules that boycott against certain electrical products manufactured outside city area, demanded by Local 3 of International Brotherhood of Electrical Workers, must be sustained in the light of decisions by United States Supreme Court.

### 18 *Draft Revised for Merchant Seamen*

Faced with acute shortage of sea-going personnel, War Shipping Administration persuades Selective Service to permit it to resume recruiting men between ages of 18 and 26.

### 21 *Employment Declining*

United States Department of Labor announces that additions to factory payrolls in August were less than than number leaving. For every 1,000 factory workers, 62 quit, 7 were discharged, 5 were laid off and 4 entered the Armed Services for a total

of 78 separations against 62 workers employed.

### 24 *Political Donations Stopped*

Los Angeles judge restrains officers of AFL Screen Office Employees Guild from forcing nearly 2,800 members to pay from \$1 to 2 each into a political fund and orders union not to oust from good standing members who balked at paying the political levy and not to threaten, intimidate, blacklist or work reprisals against them.

### *Labor Force Reduced*

War Manpower Commissioner reports country's labor force declines by a million in September. This drop was characterized as a serious development in view of increased production requirements in certain industries.

### 26 *WLB Superior to State Law*

War Labor Board holds that to settle a labor dispute affecting the war effort it can order inclusion of a maintenance-of-union-membership clause in a contract regardless of any state law to the contrary. The ruling was in connection with contention of Cudahy Brothers Company that standard membership clause violated Wisconsin employment peace act.

### 31 *AFL Withholds Representation*

American Federation of Labor refuses to send delegates to the World Trade Union Conference to be held in London beginning January 8. Conference will be attended by a 12-man delegation from the CIO headed by President Philip Murray.

## WAGE-INCREASE ANNOUNCEMENTS,<sup>1</sup> OCTOBER 1 TO OCTOBER 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Albany Transit Company.....	Albany, N. Y.	5¢/hr.	60	Including drivers
American Steel Foundries.....	Granite City, Mo.	11¢/hr.	500	Rammers and rammers' helpers
Bell Aircraft Corporation.....	Buffalo, N. Y.	5¢-10¢/hr.	500	Armed guards
Davis Chemical Company.....	Baltimore, Md.	5¢/hr.	1,300	
General Paper Stock Company.....	St. Louis, Mo.	10¢/hr.	83	
Libby, McNeil & Libby.....	Portland, Ore.	4½¢/hr.	400	
McQuay-Norris Mfg. Company.....	St. Louis, Mo.	5¢/hr.	206	Plant guards
The Namm Store.....	Brooklyn, N. Y.	\$2-\$4/wk.	600	
New Jersey Bell Telephone Company.....	Newark, N. J.	\$2/wk.	1,200	Accounting Department. Retroactive to November, 1943
Rochester Transit Corporation.....	Rochester, N. Y.	2¢/hr.	1,000	Bus drivers, mechanics, maintenance men
Sunny Acres Sanitarium.....	Cleveland, O.	\$15/mo.	31	Nurses
		\$10/mo.	44	Attendants, orderlies, ward aides
		\$10/mo.	11	Diet kitchen maids
		\$10/mo.	8	Porters
Barber shops.....	New York City	\$5/wk. \$2.50/wk.	2,000	Barbers Manicurists Affects all barber shops between Battery and 59th St.
4 hospitals.....	New York City	15%	1,350	
19 container companies.....	New York City	5¢/hr.	...	Certain job classifications in companies associated with Metropolitan Container Council, Inc. Retroactive to October 1, 1943
45 paper and twine companies.....	New York City	4¢/hr.	250	Retroactive to October 23, 1943

<sup>1</sup>Includes salary-increase announcements.



## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real s	Actual	Real s				
1943 September.....	\$1.036	\$47.13	45.3	43.5	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.47	45.5	43.6	191.5	185.0	178.4	172.4	92.5	149.7	138.5	267.1
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	149.6	137.2	265.1
1944 January.....	1.046	47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	148.1	136.1	264.7
February.....	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	147.9	137.4	267.6
March.....	1.053	48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	146.6	136.5	266.7
April.....	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	144.0	132.3	260.2
May.....	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	140.8	130.2	256.4
June.....	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	139.5	130.2	258.5
July.....	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	138.1	127.5	253.6
August.....	1.070	48.98 <sup>r</sup>	45.6 <sup>r</sup>	44.3	197.8	188.4	184.1 <sup>r</sup>	175.3 <sup>r</sup>	92.7 <sup>r</sup>	137.6 <sup>r</sup>	127.6 <sup>r</sup>	253.3 <sup>r</sup>
September.....	1.080	49.43	45.6	44.4	199.6	190.1	185.3	177.0	92.7	136.3	126.4	253.2

<sup>r</sup>Revised.

## EARNINGS AND HOURS, ALL WAGE EARNERS, SEPTEMBER, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$1.159	\$1.137	\$54.86	\$53.15	47.3	46.8	47.4	47.5
Automobile <sup>1</sup> .....	1.313	1.317 <sup>r</sup>	58.14	59.19 <sup>r</sup>	44.3	44.9 <sup>r</sup>	43.6	43.7
Boot and shoe.....	.757	.744	32.37	31.15 <sup>r</sup>	42.8	41.9 <sup>r</sup>	44.4	43.4 <sup>r</sup>
Chemical.....	1.097 <sup>c</sup>	1.095 <sup>c</sup>	49.21 <sup>c</sup>	48.95 <sup>c</sup>	44.8 <sup>c</sup>	44.7 <sup>c</sup>	46.1	46.0
Rayon producing <sup>2</sup> .....	.902	.895 <sup>r</sup>	37.92	37.28 <sup>r</sup>	42.1	41.6 <sup>r</sup>	46.0	45.9
Cotton—North.....	.785	.782 <sup>r</sup>	34.03	34.54 <sup>r</sup>	43.3	44.2	43.4	43.3
Electrical manufacturing.....	1.144	1.147	52.62	52.90	46.0	46.1	42.4	42.5
Furniture <sup>3</sup> .....	1.012	1.011	47.08	48.27	46.5	47.7	45.9	46.2
Hosiery and knit goods.....	.833	.816	34.84	33.77	41.8	41.4	41.5	41.4
Iron and steel <sup>4</sup> .....	1.210	1.169	57.09	55.54	47.2	47.5	43.1	43.0
Leather tanning and finishing.....	.922	.910	42.32	41.43	45.9	45.5	44.4	44.4
Lumber and millwork.....	1.110	1.095 <sup>r</sup>	51.73	49.87 <sup>r</sup>	46.6	45.5 <sup>r</sup>	47.0	47.0 <sup>r</sup>
Meat packing.....	.920	.944	44.33	46.34	48.2	49.1	41.5	41.5
Paint and varnish.....	1.025 <sup>c</sup>	1.021 <sup>c</sup>	48.58 <sup>c</sup>	48.17 <sup>c</sup>	47.4 <sup>c</sup>	47.2 <sup>c</sup>	44.6	44.6
Paper and pulp.....	.913	.900	45.74	44.00	50.1	48.9	44.6	44.6
Paper products.....	.868	.853	37.97	37.12	43.7	43.5	43.0	42.8
Printing—book and job.....	1.067	1.050	47.04	45.64	44.1	43.5	41.5	41.4
Printing—news and magazine.....	1.182	1.168	49.33	49.33	42.2	42.2	40.7	40.8
Rubber.....	1.216	1.218	56.79	56.97	46.7	46.8	46.9	46.9
1. Rubber tires and tubes.....	1.332	1.334	62.36	62.65	46.8	47.0	46.7	46.8
2. Other rubber products.....	1.034	1.035	48.04	48.12	46.5	46.5	47.3	47.2
Silk and rayon.....	.784	.775	34.10	33.84	43.5	43.7	42.2	42.2
Wool.....	.932	.918	40.48	40.18	43.4	43.8	42.6	42.6
1. Woolen and worsted goods.....	.909	.900	39.27	39.42	43.2	43.8	42.3	42.3
2. Other woolen products <sup>5</sup> .....	.967	.945	42.33	41.31	43.8	43.7	43.1	43.1
Foundries and machine shops.....	1.201	1.194	56.58	56.13	47.1	47.0	45.8	45.7
1. Foundries.....	1.153	1.140 <sup>r</sup>	55.14	54.45 <sup>r</sup>	47.8	47.8	44.1	44.1
2. Machines and machine tools.....	1.157	1.136 <sup>r</sup>	56.29	54.86 <sup>r</sup>	48.7	48.3 <sup>r</sup>	47.3	47.1
3. Heavy equipment.....	1.315	1.322	60.85	61.61	46.3	46.6	46.0	46.1
4. Hardware and small parts.....	1.121	1.109 <sup>r</sup>	51.93	51.25 <sup>r</sup>	46.3	46.2	43.9	43.7
5. Other products.....	1.173	1.161	55.37	54.49	47.2	46.9	46.1	46.0
25 INDUSTRIES.....	\$1.080	\$1.070	\$49.43	\$48.98 <sup>r</sup>	45.6	45.6 <sup>r</sup>	44.4	44.3
Cement.....	.902	.888	\$40.58	\$39.55	45.0	44.6	44.6	43.1
Petroleum refining.....	1.295	1.288	60.48	59.84	46.7	46.5	43.8	43.7
27 INDUSTRIES.....	\$1.081	\$1.072 <sup>r</sup>	\$49.51	\$49.06 <sup>r</sup>	45.6	45.6 <sup>r</sup>	44.3	44.3
Aircraft.....	\$1.200	\$1.185	\$54.46	\$53.69	45.4	45.3	47.9	48.3
Shipbuilding.....	1.374	1.353 <sup>r</sup>	64.45	63.60	46.9	47.0	48.6	48.6

See footnotes on page 332.

(Continued from page 326)

tries in which increases were reported, more than 1% of the workers received a pay increase only in the paper products

and book and job printing industries. Since the amount of increase was only 6.8% for paper products workers and 6.7% for

printing (book and job) workers, the averages for all workers in the two industries were only 0.16% and 0.08%, respectively.



## EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, SEPTEMBER, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$1.182	\$1.160	\$56.24	\$54.53	47.6	47.0	\$ .970	\$ .952	\$44.02	\$42.61	45.4	44.8
Automobile <sup>1</sup> .....	1.370	1.372r	61.62	62.80r	45.0	45.8r	1.147	1.153r	48.54	49.17r	42.8	42.6r
Boot and shoe.....	.906	.880	40.15	38.43r	44.3	43.7	.637	.632	26.53	25.58r	41.6	40.5r
Chemical.....	1.192c	1.189c	54.51c	54.25c	45.7c	45.6c	.770c	.765c	32.35c	32.01c	42.0c	41.8c
Rayon producing <sup>2</sup> .....	1.006	1.001r	44.17	43.67r	43.9	43.6r	.706	.697r	27.52	26.75	39.0	38.4r
Cotton—North.....	.856	.853r	39.99	40.29r	46.7	47.2	.688	.680	27.13	27.51	39.4	40.5
Electrical manufacturing.....	1.303	1.304	62.08	62.69	47.7	48.1	.894	.892	39.00	38.59	43.6	43.2
Furniture <sup>3</sup> .....	1.069	1.072	51.05	52.36	47.7	48.8	.881	.868	38.77	39.36	44.0	45.3
Hosiery and knit goods.....	1.124	1.108	50.98	49.65	45.3	44.8	.712	.697	28.85	27.98	40.5	40.1
Iron and steel <sup>4</sup> .....	1.231	1.189	58.65	57.00	47.6	47.9	.934	.907	39.21	38.80	42.0	42.8
Leather tanning and finishing.....	.942	.930	44.05	43.34	46.8	46.6	.801	.790	32.95	31.48	41.1	39.8
Lumber and millwork.....	1.134	1.120r	53.00	51.06r	46.8	45.6r	.863	.852r	38.97	38.23r	45.1	44.9r
Meat packing.....	.971	.998	48.32	50.68	49.8	50.8	.720	.725	30.75	31.36	42.7	43.3
Paint and varnish.....	1.055c	1.050c	50.54c	50.17c	47.9c	47.8c	.810c	.811c	35.72c	35.06c	44.1c	43.2c
Paper and pulp.....	.941	.926	48.05	46.07	51.1	49.8	.672	.672	28.97	28.50	43.1	42.4
Paper products.....	.999	.982	45.81	44.61	45.9	45.4	.668	.660	27.26	27.04	40.8	41.0
Printing—book and job.....	1.296	1.276	58.88	56.62	45.4	44.4	.654	.649	27.41	27.23	41.9	42.0
Printing—news and magazine.....	1.278	1.265	54.15	53.75	42.4	42.5	.788	.757	32.54	31.24	41.3	41.3
Rubber.....	1.355	1.364	65.66	66.73	48.4	48.9	.886	.883	38.09	37.58	43.0	42.6
1. Rubber tires and tubes.....	1.433	1.443	69.16	70.32	48.3	48.7	.990	.986	42.04	41.59	42.5	42.2
2. Other rubber products.....	1.196	1.205	58.40	59.40	48.8	49.3	.795	.787	34.50	33.81	43.4	42.9
Silk and rayon.....	.876	.867	40.30	40.39	46.0	46.6	.647	.632	25.98	25.17	40.2	39.8
Wool.....	1.002	.984	45.40	45.21	45.3	45.9	.816	.805	33.12	32.57	40.6	40.4
1. Woolen and worsted goods.....	.971	.962	44.00	44.57	45.3	46.3	.818	.804	32.99	32.43	40.4	40.3
2. Other woolen products <sup>5</sup> .....	1.043	1.014	47.29	46.04	45.3	45.4	.814	.807	33.36	32.80	41.0	40.6
Foundries and machine shops.....	1.259	1.250r	60.59	60.00	48.1	48.0	.963	.954r	41.75	41.29r	43.4	43.3
1. Foundries.....	1.174	1.162r	57.01	56.25r	48.6	48.4	.926	.903	38.46	37.77	41.6	41.8
2. Machines and machine tools.....	1.219	1.194r	61.08	59.18r	50.1	49.6r	.887	.879r	38.34	38.24r	43.2	43.5
3. Heavy equipment.....	1.349	1.354	63.06	63.85	46.7	47.2	1.038	1.048	44.42	44.26	42.8	42.2
4. Hardware and small parts.....	1.206	1.192r	57.88	56.99r	48.0	47.8	.886	.871r	37.37	36.79r	42.2	42.2
5. Other products.....	1.240	1.226r	60.02	58.87	48.4	48.0	.988	.978r	43.62	43.02	44.1	44.0
25 INDUSTRIES.....	\$1.178	\$1.167r	\$55.36	\$54.86r	47.0	47.0	\$ .766	\$ .757	\$31.82	\$31.36r	41.4	41.3r
Cement.....	\$ .902	\$ .888	\$40.58	\$39.55	45.0	44.6	....	....	....	....	....	....
Petroleum refining.....	1.295	1.288	60.48	59.84	46.7	46.5	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.177	\$1.166	\$55.32	\$54.82r	47.0	47.0r	....	....	....	....	....	....
Aircraft.....	\$1.313	\$1.289	\$61.55	\$60.67	46.9	47.1	\$1.038	\$1.027	\$45.00	\$44.08	43.4	42.9
Shipbuilding.....	1.396	1.369	65.76	64.67	47.1	47.2	1.097	1.134	48.95	50.44	44.6	44.5

See footnotes on page 332.

## EARNINGS

Average hourly earnings rose 0.9% in September, wiping out the decline in August and setting a new peak of \$1.080. Premium pay for work on Labor Day was the principal contributory factor. Reduced employment among the lower-paid, less-skilled workers and the very small wage-rate increases were also responsible. Since January, 1941, base date of the Little Steel formula, hourly earnings have advanced \$321, or 42.3%; and since August, 1939, they have risen \$360, or 50%.

With the number of hours worked in one week remaining unchanged from August to September, the increase in weekly earnings in the month period was the same as that in hourly earnings. These earnings averaged \$49.43, and were 0.3% higher than the previous peak in June. Advances from January, 1941, and August, 1939, have amounted to 61.5% and 81.1%, respectively.

Real weekly earnings rose 1.0% in September and reached a secondary peak of 177.0 (1923=100), which was only 0.2% below the high point in June of this year. The quantity of goods and services that could be purchased with dollar weekly earnings as measured by THE CONFERENCE BOARD's prewar index of living costs in the United States was 32.4% more than in January, 1941, and 45.0% more than in August, 1939.

## EMPLOYMENT AND PAYROLLS

The number of employed wage earners in the twenty-five manufacturing industries was curtailed in September for the tenth consecutive month. The 0.9% decline from August to September served to reduce employment to 136.3 (1923=100). The September average was lower than during August, 1942, and all subsequent months, but higher than during any month before that date. The number of workers

in September was 24.9% greater than during January, 1941, and 61.9% more than in August, 1939.

Payrolls declined very slightly in September because the decline in employment was slightly greater than the increase in weekly earnings. This reduction, combined with those in seven other of the ten months since November, 1943, lowered September payrolls to 253.2 (1923=100), or below those of any month since April, 1943.

They were, however, higher than in April, 1943, and during all months before that date. Payrolls have risen 101.8% since January, 1941, and 193.1% since August, 1939.

## HOURS OF WORK

The average number of hours worked in one week remained unchanged at 45.6 in September. While slightly below the levels of February, March and June of this



## EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, SEPTEMBER, 1944

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real a							
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	208.5	204.5	199.4	193.2	189.9	184.0	197.2	200.0	188.5	189.0	393.2	386.4
Automobile <sup>1</sup> .....	207.8	208.4 <sub>r</sub>	192.9	196.4 <sub>r</sub>	183.7	187.0 <sub>r</sub>	171.6 <sub>b</sub>	174.0 <sub>r</sub>	159.4 <sub>b</sub>	163.7 <sub>r</sub>	331.0 <sub>b</sub>	341.7 <sub>r</sub>
Boot and shoe.....	152.9	150.3	143.2	137.8 <sub>r</sub>	136.4	131.2 <sub>r</sub>	89.4	90.0 <sub>r</sub>	83.9	82.7 <sub>r</sub>	128.0	124.0 <sub>r</sub>
Chemical.....	215.5 <sub>c</sub>	215.1 <sub>c</sub>	187.8 <sub>c</sub>	186.8 <sub>c</sub>	178.9 <sub>c</sub>	177.9 <sub>c</sub>	183.0 <sub>c</sub>	182.2 <sub>c</sub>	159.2 <sub>c</sub>	158.1 <sub>c</sub>	343.7 <sub>c</sub>	340.3 <sub>c</sub>
Cotton—North.....	176.4	175.7 <sub>r</sub>	160.2	162.6 <sub>r</sub>	152.6	154.9 <sub>r</sub>	36.2	35.3	32.8	32.7	58.0	57.3
Electrical manufacturing.....	201.4	201.9	194.2	195.3	185.0	186.0	227.9 <sub>b</sub>	226.6 <sub>b</sub>	219.2 <sub>b</sub>	218.4 <sub>b</sub>	442.6 <sub>b</sub>	442.5 <sub>b</sub>
Furniture <sup>3</sup> .....	195.7	195.6	188.8	193.5	179.8	184.3	135.9	138.4	131.1	137.0	256.6	267.8
Hosiery and knit goods.....	218.1	213.6	197.2	191.1	187.8	182.0	74.6	76.5	67.4	68.4	147.1	146.2
Iron and steel <sup>4</sup> .....	203.0	196.1	166.8	162.3	158.9	154.6	116.3	117.0	95.1	96.3	194.0	189.9
Leather tanning and finishing.....	189.7	187.2	182.7	178.9	174.0	170.4	73.2	75.1	70.6	71.8	133.7	134.4
Lumber and millwork.....	234.7	231.5 <sub>r</sub>	220.9	212.9 <sub>r</sub>	210.4	202.8 <sub>r</sub>	54.3	54.9 <sub>r</sub>	51.1	50.5 <sub>r</sub>	119.9	116.9 <sub>r</sub>
Meat packing.....	194.5	199.6	188.3	196.9	179.3	187.5	119.0	122.5	115.4	121.0	224.1	241.2
Paint and varnish.....	181.7 <sub>c</sub>	181.0 <sub>c</sub>	177.6 <sub>c</sub>	176.1 <sub>c</sub>	169.1 <sub>c</sub>	167.7 <sub>c</sub>	135.8 <sub>c</sub>	137.8 <sub>c</sub>	132.4 <sub>c</sub>	133.8 <sub>c</sub>	241.2 <sub>c</sub>	242.7 <sub>c</sub>
Paper and pulp.....	181.2	178.6	175.4	168.7	167.0	160.7	110.6	112.0	107.0	105.7	194.0	188.9
Paper products.....	190.4	187.1	174.3	170.4	166.0	162.3	173.1	173.7	158.9	158.8	301.7	296.0
Printing—book and job.....	163.4	160.8	157.1	152.4	149.6	145.1	116.6	118.6	112.1	112.4	183.2	180.7
Printing—news and magazine.....	170.6	168.5	159.6	158.0	152.0	150.5	119.8	118.8	112.4	111.4	191.2	187.7
Rubber.....	194.2	194.6	202.6	203.2	193.0	193.5	112.5	113.4	117.2	118.5	227.9	230.4
Silk and rayon.....	158.1	156.3	148.1	146.9	141.0	139.9	83.0	83.6	77.6	78.6	122.9	122.8
Wool.....	184.6	181.8	168.9	167.6	160.9	159.6	70.8	69.7	64.7	64.3	119.6	116.8
Foundries and machine shops.....	209.6	208.4	199.4	197.8	189.9	188.4	213.3	216.2 <sub>r</sub>	202.6	205.0 <sub>r</sub>	425.3	427.6 <sub>r</sub>
1. Foundries.....	195.4	193.2 <sub>r</sub>	186.2	183.9 <sub>r</sub>	177.3	175.1 <sub>r</sub>	189.3	189.9	132.6	133.2	259.4	257.6
2. Machines and machine tools.....	210.7	206.9 <sub>r</sub>	206.2	201.0 <sub>r</sub>	196.4	191.4 <sub>r</sub>	219.8 <sub>b</sub>	219.6 <sub>r</sub>	215.0 <sub>b</sub>	213.0 <sub>r</sub>	453.2 <sub>b</sub>	441.4 <sub>r</sub>
3. Heavy equipment.....	196.3	197.3	184.3	186.6	175.5	177.7	209.4 <sub>b</sub>	213.8 <sub>b</sub>	196.6 <sub>b</sub>	202.0 <sub>b</sub>	385.9 <sub>b</sub>	399.0 <sub>b</sub>
4. Hardware and small parts.....	218.9	216.6 <sub>r</sub>	209.3	206.6 <sub>r</sub>	199.3	196.8 <sub>r</sub>	183.1	185.1 <sub>r</sub>	174.9	176.4 <sub>r</sub>	383.2	382.4 <sub>r</sub>
5. Other products.....	209.5	207.3	202.6	199.4	193.0	189.9	240.9	245.1	233.0	235.5	488.1	488.7
25 INDUSTRIES.....	199.6	197.8	185.8	184.1 <sub>r</sub>	177.0	175.3 <sub>r</sub>	136.3	137.6 <sub>r</sub>	126.4	127.6 <sub>r</sub>	253.2	253.3 <sub>r</sub>

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 332.

year, the work week in September was longer than during any other month since April, 1930. In the period since January, 1941, the working week has been lengthened 5.4 hours, or 13.4%, and the increase in hours since August, 1939, has amounted to 7.7 hours, or 20.3%.

Reflecting the decline in employment, total man hours declined 0.9% from August to September. Man hours have been reduced in seven of the ten months since November, 1943, and with a slight decline in July, 1943, they were the lowest at 126.4 (1923=100) in September than in any other month since November, 1942. Rises in man hours have amounted to 41.9% since January, 1941, and 95.1% since August, 1939.

## CEMENT AND PETROLEUM

Average weekly earnings of all workers in the cement industry advanced 2.6% in September and averaged \$40.58. This rise resulted from both higher hourly earnings and longer working hours. This was true of both groups of male workers as well as for the composite of all workers. The increases in the averages for all workers were further accentuated by the fact that higher-paid semi-skilled and skilled male work-

ers comprised a larger proportion of all workers in September than they did in August.

Workers in petroleum refineries received \$1.295 for each hour of work in September. This was 0.5% more than their hourly earnings averaged in August. The work week of 46.7 hours was 0.4% longer than in August, and accounted for the higher hourly earnings. Thus their weekly earnings advanced 1.1% in the month period to \$60.48.

## AIRCRAFT AND SHIPBUILDING

Labor statistics of the aircraft and shipbuilding industries showed the same general trends as the twenty-five manufacturing industries. In both, hourly earnings and weekly earnings rose while employment declined.

In the aircraft industry, hourly earnings rose 1.3% to a new peak level of \$1.200. Each group of workers received more per hour in September. Work on Labor Day at premium rates was probably the principal cause. Working hours of all wage earners, however, were increased 0.2% to 45.4 a week. Weekly earnings of all workers rose 1.4% and reached a new peak level of \$54.46 in September.

Hourly earnings of shipyard workers also rose to a new peak in September. At \$1.374 per hour, they were 1.6% more than in August. The number of hours worked in one week was reduced 0.2% in the month period and averaged 46.9 hours. Premium Labor Day payments and a larger proportion of high-paid semi-skilled and skilled male workers outweighed the effect of lessened hours of work so that weekly earnings increased 1.3%. At \$64.45, they equaled the peak level which was reached in November, 1943.

## SEPTEMBER STATISTICS

Hourly earnings rose 0.9% to \$1.080 in September. They were 4.2% higher than in September, 1943, and 83.1% above the 1929 level.

Weekly earnings at \$49.43 in September were 0.9% above those in August. They have risen 4.9% since September, 1943, and 73.1% above the average for the year 1929.

"Real" weekly earnings, or dollar weekly earnings adjusted for changes in living costs, were 1.0% higher in September. They were 2.8% above the September, 1943, level and 65.1% above the 1929 level.



## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, SEPTEMBER, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$ .958	\$ .949	\$46.13	\$44.99	48.1	47.4	\$1.214	\$1.191	\$57.67	\$55.93	47.5	47.0
Automobile <sup>1</sup> .....	1.105	1.109 <sup>r</sup>	48.48	49.33 <sup>r</sup>	43.9	44.5 <sup>r</sup>	1.403	1.406 <sup>r</sup>	63.30	64.59 <sup>r</sup>	45.1	45.9 <sup>r</sup>
Boot and shoe.....	.475	.469 <sup>r</sup>	21.54	21.68 <sup>r</sup>	45.4	46.2	.928	.900 <sup>r</sup>	41.05	39.22 <sup>r</sup>	44.2	43.6
Chemical.....	.970 <sup>c</sup>	.967 <sup>c</sup>	44.85 <sup>c</sup>	44.99 <sup>c</sup>	46.2 <sup>c</sup>	46.5 <sup>c</sup>	1.254 <sup>c</sup>	1.253 <sup>c</sup>	57.17 <sup>c</sup>	56.84 <sup>c</sup>	45.6 <sup>c</sup>	45.4 <sup>c</sup>
Rayon producing <sup>2</sup> .....	.803	.790 <sup>r</sup>	33.08	33.04 <sup>r</sup>	42.3	41.8 <sup>r</sup>	1.031	1.029 <sup>r</sup>	45.47	45.15 <sup>r</sup>	44.1	43.9 <sup>r</sup>
Cotton—North.....	.746	.754	34.97	35.87	46.9	47.6	.910	.904 <sup>r</sup>	42.50	42.57 <sup>r</sup>	46.7	47.1
Electrical manufacturing.....	.917	.913	42.48	42.45	46.3	46.5	1.354	1.357	64.79	65.53	47.8	48.3
Furniture <sup>3</sup> .....	.909	.894	42.89	43.86	47.2	49.1	1.101	1.107	52.70	54.04	47.9	48.8
Hosiery and knit goods.....	.763	.756	36.05	34.62	47.2	45.8	1.161	1.144	52.42	51.16	45.2	44.7
Iron and steel <sup>4</sup> .....	.946	.908	43.80	41.97	46.3	46.2	1.283	1.240	61.45	59.85	47.9	48.3
Leather tanning and finishing.....	.704	.698	32.45	31.60	46.1	45.3	1.012	.999	47.55	46.95	47.0	47.0
Lumber and millwork.....	.789	.788	34.58	34.65 <sup>r</sup>	43.8	44.0 <sup>r</sup>	1.231	1.218 <sup>r</sup>	58.67	56.11 <sup>r</sup>	47.7	46.1 <sup>r</sup>
Meat packing.....	.802	.802	39.27	39.91	49.0	49.8	1.045	1.088	52.38	55.76	50.1	51.3
Paint and varnish.....	.859 <sup>c</sup>	.853 <sup>c</sup>	41.48 <sup>c</sup>	42.50 <sup>c</sup>	48.3 <sup>c</sup>	49.8 <sup>c</sup>	1.142 <sup>c</sup>	1.143 <sup>c</sup>	54.48 <sup>c</sup>	53.59 <sup>c</sup>	47.7 <sup>c</sup>	46.9 <sup>c</sup>
Paper and pulp.....	.769	.765	37.81	37.25	49.2	48.7	1.007	.992	52.16	49.82	51.8	50.2
Paper products.....	.770	.750	32.14	30.77	41.8	41.0	1.101	1.088	52.78	51.97	47.9	47.8
Printing—book and job.....	.876	.850	38.10	37.41	43.5	44.0	1.377	1.376	63.09	61.17	45.8	44.5
Printing—news and magazine.....	.853	.815	33.68	32.61	39.5	40.0	1.389	1.388	60.03	59.97	43.2	43.2
Rubber.....	1.041	1.060	49.14	51.20	47.2	48.3	1.364	1.373	66.14	67.17	48.5	48.9
1. Rubber tires and tubes.....	1.082	1.109	50.75	53.45	46.9	48.2	1.445	1.455	69.83	70.90	48.3	48.7
2. Other rubber products.....	.763	.774	37.53	37.54	49.2	48.5	1.203	1.212	58.71	59.77	48.8	49.3
Wool.....	.806	.802	35.52	36.15	44.1	45.1	1.090	1.067	50.04	49.48	45.9	46.3
1. Woolen and worsted goods.....	.821	.820	35.20	36.30	42.9	44.3	1.060	1.049	49.77	50.04	46.9	47.7
2. Other woolen products <sup>5</sup> .....	.772	.763	36.31	35.80	47.0	46.9	1.122	1.087	50.32	48.90	44.9	45.0
Foundries and machine shops.....	.987	.984	46.96	46.53 <sup>r</sup>	47.6	47.3	1.298	1.288 <sup>r</sup>	62.56	61.98	48.2	48.1
1. Foundries.....	.951	.929	45.28	44.68	47.6	48.1	1.232	1.224 <sup>r</sup>	60.13	59.36 <sup>r</sup>	48.8	48.5
2. Machines and machine tools.....	1.039	.995 <sup>r</sup>	52.24	49.50 <sup>r</sup>	50.3	49.7 <sup>r</sup>	1.247	1.224 <sup>r</sup>	62.43	60.62 <sup>r</sup>	50.1	49.5 <sup>r</sup>
3. Heavy equipment.....	.974	1.022	44.65	46.66	45.8	45.7	1.391	1.393	65.17	65.96	46.9	47.3
4. Hardware and small parts.....	.948	.947	44.87	44.91 <sup>r</sup>	47.3	47.4	1.260	1.245	60.66	59.59 <sup>r</sup>	48.2	47.9
5. Other products.....	1.010	.995	48.18	46.75	47.7	47.0	1.267	1.252	61.42	60.31	48.5	48.2
24 INDUSTRIES <sup>6</sup> .....	\$ .897	\$ .890 <sup>r</sup>	\$41.36	\$41.19 <sup>r</sup>	46.1	46.2	\$1.242	\$1.232 <sup>r</sup>	\$58.63	\$58.13 <sup>r</sup>	47.2	47.2
Cement.....	\$ .772	\$ .764	\$33.35	\$32.56	43.2	42.6	\$ .918	\$ .903	\$41.46	\$40.47	45.2	44.8
Petroleum refining.....	.980	.960	42.75	42.21	43.6	44.0	1.326	1.320	62.34	61.68	47.0	46.7
26 INDUSTRIES <sup>6</sup> .....	\$ .897	\$ .890	\$41.31	\$41.13 <sup>r</sup>	46.0	46.2 <sup>r</sup>	\$1.240	\$1.230	\$58.56	\$58.05 <sup>r</sup>	47.2	47.2 <sup>r</sup>
Aircraft.....	\$1.131	\$1.086	\$49.52	\$48.08	43.8	44.3	\$1.323	\$1.301	\$62.24	\$61.44	47.0	47.2
Shipbuilding.....	.985	1.014	44.24	46.10 <sup>r</sup>	44.9	45.5	1.436	1.406	67.95	66.68	47.3	47.4

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

<sup>2</sup>Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

<sup>3</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>4</sup>Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly

earnings and average hours per week are derived from the average number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

<sup>5</sup>Principally rugs.

<sup>6</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

<sup>a</sup>Indexes of "real" earnings are based upon THE CONFERENCE BOARD'S indexes of the cost of living in the United States on prewar budgets.

<sup>b</sup>Not published from January, 1942 through May, 1944. Indexes for the intervening period available on request. This step is consistent with security policies now in effect for Federal Government agencies.

<sup>c</sup>Not comparable with previous months.

<sup>r</sup>Revised.

Hours per week remained unchanged at the August level of 45.6 in September. They have been expanded 0.3 hours or 0.7% since September, 1943, but were 2.7 hours or 5.6% lower than in 1929.

Employment losses averaged 0.9% in September. Since September, 1943, declines in employment have averaged 8.8%, but since 1929, 35.0% more persons have been added to these industries.

Man hours declined 0.9% from August to September. They averaged 8.2% below

those in September, 1943, and 27.4% higher than in 1929.

Payrolls in September were 0.04% below those of August and 4.4% below those of September, 1943. Since 1929, however, they have advanced 133.6%.

Payroll statistics in September show both hourly and weekly earnings at new peak levels. Although weekly working hours remained unchanged at 45.6 in September, rises of 0.9% in both hourly and weekly earnings brought them to \$1.080 for each

hour of work and \$49.43 for one week. Because living costs remained unchanged between August and September, real weekly earnings were higher. The quantity of goods and services that could be purchased with dollar weekly earnings in September was exceeded only in June of this year. As a result of reduced employment, total man hours were lower and payrolls virtually unchanged.

ETHEL B. DUNN  
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## Earnings and Hours: Class I Railroads

**T**HE HOURLY and weekly earnings of workers on Class I railroads shown in the accompanying tables directly reflect the new labor contracts which become completely effective as of December 27, 1943. At \$.973, average hourly earnings for all wage earners in July, 1944, were \$.107, or 12.4%, higher than during July, 1943. Despite slightly shorter working hours, weekly earnings rose \$4.75, or 10.4%, in the year period and averaged \$50.28 in July, 1944.

### NONOPERATING DISPUTE

The original demands of fifteen cooperating railroad nonoperating organizations, representing approximately one million employees, were presented in September, 1942. They asked for an increase of \$.20 an hour, with not less than \$.70 an hour to any employee, and for a union shop.

The first negotiations between the parties failed as did also mediation proceedings under the Railway Labor Act. An opinion handed down by the Attorney General on January 25, 1943, stated that maintenance of membership and the closed shop were both forbidden under the Railway Labor Act.

An Emergency Board was appointed from the National Railway Labor Panel on February 20, 1943, to investigate and mediate the dispute. On May 24 this board recommended to the President a wage increase of \$.08 an hour, effective as of February 1, 1943, but it disapproved the \$.70 an hour minimum and the union shop. No action was taken on this recommendation.

In fact, on June 22 the Office of Economic Stabilization vetoed the \$.08 increase on the ground that the recommendation was based upon inequities shown by a comparison of railway rates with those of other industries, and that such a comparison was not permitted under the "hold-the-line" order. The unions representing the nonoperating employees protested, and on August 7 they entered into an agreement with the carriers, subject to official approval.

But there was still disagreement between the Office of Economic Stabilization and the unions. Another special board was appointed by the President on October 16 to further investigate the case. The unions declared that such a special board was authorized under the Railway Labor Act only to arbitrate disputes between parties

and therefore this board had no jurisdiction because the parties had already agreed on August 7. The new board, however, held hearings and on November 4 made recommendations for increases of \$.10 an hour for employees receiving below \$.47 and progressively smaller increases down to \$.04 an hour for all employees receiving \$.97 or more per hour. These recommendations were approved on November 8 by the Office of Economic Stabilization but were protested by the nonoperating organizations.

On November 1 a joint resolution was offered in Congress to approve the \$.08-an-hour increase provided for in the agreement between the nonoperating unions and the carriers on August 7 and to declare it in conformity with the Railway Labor Act and the stabilization program. The resolution was adopted by the Senate by a vote of 74 to 4 on December 9, but did not pass the House.

### OPERATING DISPUTE

The case of the operating unions originating on January 25, 1943, made demands for an increase of 30% in basic pay rates, with a minimum increase of \$3.00 a day. Approximately 350,000 persons were involved — members of the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen and the Switchmen's Union of North America. Negotiations and mediation proceedings failed and an Emergency Board was appointed on May 31.

The Emergency Board concluded that, while a strong case had been presented by the unions for a wage increase to correct inequities, the order of the Economic Stabilization Director on June 22 had already disallowed on these same grounds such an increase for nonoperating employees. Therefore, no increase could be granted except that justified under the Little Steel formula. Since the basic straight-time earnings of these workers had averaged \$8.899 in January, 1941, and increases amounting to 10.5% had already been granted, only \$.04 per hour, or \$.32 for a basic minimum day, was justified to raise their rates the full 15% allowed under that formula. This recommendation was approved by the Office of Economic Stabilization on October 16, but was protested by the unions.

### ARBITRATION

In approving the recommendation for graduated increases for the nonoperating employees on November 8, the Office of Economic Stabilization stated that they would also approve a similar graduated adjustment for operating employees. The union representatives of both operating and nonoperating employees refused to accept these terms. Since procedures specified under the Railway Labor Act provide negotiation between the parties, intervention by the National Mediation Board and a strike vote to be taken should these negotiations fail, the operating unions took votes and on December 15 announced a strike effective as of December 30. On December 21, the nonoperating unions announced a strike coinciding with that called by the operating unions. The calling of the strike led the Mediation Board to call both parties together for mediation proceedings.

The President, however, intervened on December 19 and offered to act as arbitrator. Two of the operating brotherhoods agreed. The nonoperating unions agreed and suggested that the recommendations of the special board which had already been approved by the Office of Economic Stabilization on November 8 should be accepted and that arbitration cover only wage adjustments for overtime, which had never been presented to the Emergency Boards. Since the remaining three operating unions had not accepted his offer, the President ordered the Secretary of War to take over the railroads on December 27. On the same day, the President, as arbitrator, ordered a \$.05-an-hour increase "as the equivalent of, or in lieu of, claims for time-and-a-half pay for time over forty hours and for expenses while away from home" to the two railroad brotherhoods. In addition, a one-week paid vacation was awarded. These increases were to be effective until the cessation of hostilities.

This offer was clarified by a proclamation on December 31 which stated that the vacation award and the \$.05 in lieu of overtime and expenses while away from home were frozen for the duration but that the question of changes in basic wage rates might be reopened under the terms of the Railway Labor Act. An agreement was signed on January 14, 1944, almost one year from the date the initial demands were presented.

Failure of arbitration in the case of the nonoperating unions caused the President on January 4 to recall the special board which had made the recommendations for the graduated scale of increases on November 4. An agreement was reached between the carriers and the unions on Jan-



# EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JULY, 1943—JULY, 1944

Source: Interstate Commerce Commission; computed by THE CONFERENCE BOARD

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month					All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	
				Actual	Real	Actual	Indexes, 1923=100					
				Actual	Real	Actual	Actual	Real				
ALL WAGE EARNERS												
1943 July	1,066,300	1,195,624	\$ .866	147.8	143.8	\$45.53	153.5	149.3	52.6	\$40.61	46.9	
August	1,055,252	1,192,070	.868	148.1	144.5	46.34	156.2	152.4	53.4	41.02	47.2	
September	1,049,645	1,172,636	.878	149.8	145.6	46.53	156.9	152.5	53.0	41.65	47.4	
October	1,043,965	1,164,731	.881	150.3	145.2	46.49	156.7	151.4	52.8	41.67	47.3	
November	1,038,125	1,158,393	.896	152.9	147.7	47.44	159.9	154.5	52.9	42.51	47.4	
December	1,026,600	1,165,153	.903	154.1	148.3	47.65	160.7	154.7	52.8	41.98	46.5	
Annual Average	1,037,352	1,165,593	.875	149.4	144.9	45.97	155.0	150.4	52.5	40.91	46.7	
1944 January	1,032,942	1,169,751	.967	165.0	158.8	50.95	171.8	165.4	52.7	44.99	46.5	
February	1,058,580	1,178,914	.987	168.4	162.7	52.60	177.3	171.3	53.3	47.23	47.9	
March	1,069,394	1,197,597	.976	166.6	160.8	52.03	175.4	169.3	53.3	46.46	47.6	
April	1,080,794	1,214,612	.976	166.6	159.9	50.62	170.7	163.8	51.9	45.04	46.2	
May	1,091,468	1,228,963	.971	165.7	158.4	50.90	171.6	164.1	52.4	45.20	46.5	
June	1,109,081	1,238,079	.965	164.7	157.6	50.85	171.4	164.0	52.7	45.55	47.2	
July	1,102,549	1,232,829	.973	166.0	158.1	50.28	169.5	161.4	51.7	44.97	46.2	
ALL TRAIN AND ENGINE SERVICE												
1943 July	298,115	318,881	\$1.210	145.3	141.3	\$60.86	139.0	135.2	50.3	\$56.90	47.0	
August	297,019	320,303	1.208	145.0	141.5	61.92	141.4	138.0	51.3	57.42	47.5	
September	299,500	321,766	1.208	145.0	140.9	61.74	141.0	137.0	51.1	57.46	47.6	
October	299,903	322,972	1.213	145.6	140.7	61.93	141.5	136.7	51.0	57.51	47.4	
November	299,379	321,332	1.258	151.0	145.9	63.67	145.4	140.5	50.6	59.32	47.1	
December	298,552	322,707	1.262	151.5	145.8	65.11	148.7	143.1	51.6	60.24	47.7	
Annual Average	298,133	320,343	1.213	145.6	141.3	61.63	140.8	136.6	50.8	57.35	47.3	
1944 January	298,067	323,238	1.319	158.3	152.4	67.83	154.9	149.1	51.4	62.54	47.4	
February	300,484	322,380	1.319	158.3	152.9	69.26	158.2	152.9	52.5	64.55	48.9	
March	301,724	323,818	1.321	158.6	153.1	68.13	155.6	150.2	51.6	63.48	48.0	
April	302,333	324,905	1.328	159.4	153.0	65.91	150.5	144.4	49.6	61.33	46.2	
May	301,114	323,450	1.330	159.7	152.7	66.09	151.0	144.4	49.7	61.52	46.3	
June	300,825	321,968	1.330	159.7	152.8	66.52	151.9	145.4	50.0	62.15	46.7	
July	299,861	321,628	1.337	160.5	152.9	66.23	151.3	144.1	49.5	61.75	46.2	
SKILLED AND SEMI-SKILLED SHOP LABOR												
1943 July	190,196	199,418	\$ .998	140.0	136.2	\$53.98	155.0	150.8	54.1	\$51.49	51.6	
August	189,641	200,224	1.000	140.3	136.9	54.27	155.8	152.0	54.3	51.40	51.4	
September	191,014	200,127	1.007	141.2	137.2	54.34	156.0	151.6	54.0	51.87	51.5	
October	191,690	201,483	1.005	141.0	136.2	53.97	155.0	149.8	53.7	51.35	51.1	
November	191,959	200,815	1.011	141.8	137.0	54.53	156.6	151.3	54.0	52.13	51.6	
December	189,821	201,214	1.010	141.7	136.4	54.01	155.1	149.3	53.5	50.95	50.5	
Annual Average	187,677	196,971	.998	140.0	135.9	53.35	153.2	148.6	53.5	50.84	50.9	
1944 January	191,086	201,905	1.086	152.3	146.6	58.52	168.0	161.7	53.9	55.38	51.0	
February	193,742	202,835	1.116	156.5	151.2	60.73	174.4	168.5	54.4	58.01	52.0	
March	194,641	204,155	1.103	154.7	149.3	60.57	173.9	167.9	54.9	57.75	52.4	
April	193,997	204,178	1.104	154.8	148.6	59.04	169.5	162.7	53.5	56.10	50.8	
May	196,111	206,210	1.102	154.6	147.8	59.52	170.9	163.4	54.0	56.61	51.4	
June	197,517	206,850	1.096	153.7	147.1	59.48	170.8	163.4	54.3	56.80	51.8	
July	196,783	207,641	1.105	155.0	147.6	58.45	167.8	159.8	52.9	55.39	50.1	
UNSKILLED LABOR												
1943 July	274,325	336,239	\$ .562	153.1	148.9	\$29.45	160.8	156.4	52.4	\$24.02	42.7	
August	267,024	329,738	.565	154.0	150.2	30.38	165.8	161.8	53.8	24.60	43.6	
September	256,946	308,984	.570	155.3	150.9	30.25	165.1	160.4	53.1	25.15	44.1	
October	248,984	297,772	.568	154.8	149.6	29.99	163.7	158.2	52.8	25.08	44.1	
November	242,168	291,860	.568	154.8	149.6	30.12	164.4	158.8	53.0	24.99	44.0	
December	233,812	288,946	.565	154.0	148.2	28.83	157.4	151.5	51.1	23.33	41.3	
Annual Average	252,593	310,005	.561	152.8	148.2	29.13	159.0	154.2	52.0	23.74	42.3	
1944 January	240,639	297,018	.639	174.1	167.6	33.15	180.9	174.1	51.9	26.86	42.0	
February	258,107	308,965	.671	182.8	176.6	34.84	190.2	183.8	52.0	29.11	43.4	
March	265,052	321,067	.664	180.9	174.6	34.87	190.3	183.7	52.5	28.79	43.4	
April	275,165	336,085	.667	181.7	174.4	34.30	187.2	179.7	51.4	28.08	42.1	
May	284,705	348,181	.669	182.3	174.3	35.23	192.3	183.8	52.6	28.80	43.0	
June	298,228	358,161	.667	181.7	173.9	35.36	193.0	184.7	53.0	29.45	44.1	
July	293,396	353,076	.671	182.8	174.1	34.65	189.1	180.1	51.7	28.79	42.9	

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, October, 1943, pp. 424-426.

uary 17 and approved by the Office of Economic Stabilization. The Special Board was disbanded. This new agreement canceled the one adopted on August 7, and provided for the graduated increases recommended by the Special Board on No-



# EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JULY, 1943—JULY, 1944—(Continued)

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
				Actual	Real	Actual	Indexes, 1923=100				
				Actual	Real	Actual	Actual	Real			
ROAD FREIGHT ENGINEERS											
1943 July.....	29,876	32,089	\$1.491	141.7	137.8	\$80.80	136.6	132.9	54.2	\$75.23	50.4
August.....	29,871	32,301	1.483	141.0	137.6	81.44	137.7	134.3	54.9	75.31	50.8
September.....	30,054	32,360	1.482	140.9	136.9	81.42	137.7	133.8	54.9	75.62	51.0
October.....	30,022	32,399	1.486	141.3	136.5	81.83	138.4	133.7	55.1	75.83	51.0
November.....	30,036	32,271	1.534	145.8	140.9	82.52	139.5	134.8	53.8	76.81	50.1
December.....	29,943	32,354	1.536	146.0	140.5	84.05	142.1	136.8	54.7	77.78	50.7
Annual Average.....	29,887	32,124	1.488	141.5	137.3	81.59	138.0	133.9	54.8	75.91	51.0
1944 January.....	29,966	32,453	1.586	150.8	145.1	87.54	148.0	142.4	55.2	80.83	51.0
February.....	30,167	32,462	1.583	150.5	145.4	90.14	152.4	147.2	56.9	83.77	52.9
March.....	30,302	32,709	1.591	151.2	145.9	87.86	148.6	142.1	55.2	81.39	51.2
April.....	30,197	32,646	1.605	152.6	146.4	84.47	142.8	137.0	52.6	78.13	48.7
May.....	30,079	32,356	1.612	153.2	146.5	85.76	145.0	138.6	53.2	79.73	49.5
June.....	30,178	32,283	1.613	153.3	146.7	85.29	144.2	138.0	52.9	79.73	49.4
July.....	29,954	32,060	1.623	154.3	147.0	84.15	142.3	135.5	51.9	78.62	48.4
ROAD PASSENGER ENGINEERS											
1943 July.....	9,901	10,627	\$2.083	159.7	155.4	\$85.48	146.4	142.4	41.0	\$79.64	38.2
August.....	10,036	10,769	2.081	159.6	155.7	85.54	146.5	142.9	41.1	79.72	38.3
September.....	10,019	10,759	2.083	159.7	155.2	85.20	145.9	141.8	40.9	79.34	38.1
October.....	10,028	10,742	2.093	160.5	155.1	84.76	145.2	140.3	40.5	79.13	37.8
November.....	10,039	10,825	2.151	165.0	159.4	87.88	150.5	145.4	40.9	81.50	37.9
December.....	10,261	11,094	2.103	161.3	155.2	91.10	156.0	150.1	43.3	84.26	40.1
Annual Average.....	9,940	10,656	2.081	159.6	154.9	85.62	146.6	142.3	41.1	79.87	38.4
1944 January.....	10,163	10,874	2.222	170.4	164.0	91.21	156.2	150.3	41.1	85.25	38.4
February.....	10,065	10,735	2.220	170.2	164.4	93.52	160.2	154.8	42.1	87.68	39.5
March.....	10,116	10,787	2.238	171.6	165.6	94.20	161.3	155.7	42.1	88.34	39.5
April.....	10,156	10,811	2.244	172.1	165.2	92.97	159.2	152.8	41.4	87.34	38.9
May.....	10,122	10,804	2.260	173.3	165.7	90.41	154.8	148.0	40.0	84.70	37.5
June.....	10,203	10,845	2.253	172.8	165.4	91.50	156.7	150.0	40.6	86.08	38.2
July.....	10,317	11,022	2.265	173.7	165.4	90.93	155.7	148.3	40.1	85.12	37.6
YARD ENGINEERS											
1943 July.....	19,490	20,539	\$1.167	132.6	129.0	\$61.45	132.8	129.2	52.6	\$58.31	50.0
August.....	19,586	20,689	1.171	133.1	129.9	62.29	134.7	131.4	53.2	58.97	50.4
September.....	19,873	20,868	1.171	133.1	129.3	61.93	133.9	130.1	52.9	58.97	50.4
October.....	19,997	21,027	1.178	133.9	129.4	62.32	134.7	130.1	52.9	59.27	50.3
November.....	20,009	20,997	1.220	138.6	133.9	64.24	138.9	134.2	52.7	61.22	50.2
December.....	19,860	21,090	1.234	140.2	134.9	65.96	142.6	137.2	53.5	62.11	50.3
Annual Average.....	19,776	20,844	1.179	134.0	130.0	62.22	134.5	130.5	52.8	59.03	50.1
1944 January.....	19,635	20,957	1.277	145.1	139.7	69.49	150.2	144.6	54.4	65.10	51.0
February.....	20,081	21,152	1.278	145.2	140.3	69.38	150.0	144.9	54.3	65.87	51.5
March.....	20,091	21,162	1.275	144.9	139.9	68.01	147.0	141.9	53.4	64.57	50.7
April.....	20,046	20,976	1.271	144.4	138.6	66.14	143.0	137.2	52.0	63.21	49.7
May.....	20,129	21,198	1.265	143.8	137.5	65.50	141.6	135.4	51.8	62.20	49.2
June.....	20,046	21,028	1.267	144.0	137.8	65.90	142.5	136.4	52.0	62.82	49.6
July.....	19,853	20,956	1.268	144.1	137.2	65.88	142.4	135.6	51.9	62.41	49.2
ROAD FREIGHT CONDUCTORS											
1943 July.....	22,767	24,453	\$1.265	144.4	140.5	\$73.35	139.6	135.8	58.0	\$68.29	54.0
August.....	22,664	24,502	1.263	144.2	140.7	74.22	141.2	137.8	58.8	68.65	54.3
September.....	22,820	24,550	1.266	144.5	140.4	74.05	140.9	136.9	58.5	68.83	54.4
October.....	22,843	24,586	1.265	144.4	139.5	73.99	140.8	136.0	58.5	68.75	54.3
November.....	22,524	24,329	1.309	149.4	144.3	75.97	144.5	139.6	58.0	70.33	53.7
December.....	22,557	24,547	1.303	148.7	143.1	76.05	144.7	139.3	58.4	69.88	53.7
Annual Average.....	22,666	24,434	1.266	144.5	140.2	73.90	140.6	136.4	58.4	68.54	54.1
1944 January.....	22,703	24,567	1.364	155.7	149.9	79.28	150.8	145.1	58.1	73.26	53.7
February.....	22,730	24,460	1.366	155.9	150.6	82.22	156.4	151.1	60.2	76.40	55.9
March.....	22,887	24,630	1.373	156.7	151.3	80.32	152.8	147.5	58.5	74.64	54.4
April.....	22,904	24,608	1.388	158.4	152.0	77.32	147.1	141.2	55.7	71.97	51.8
May.....	22,662	24,387	1.393	159.0	152.0	79.05	150.4	143.8	56.8	73.46	52.7
June.....	22,769	24,444	1.391	158.8	152.0	79.10	150.5	144.0	56.8	73.68	52.9
July.....	22,539	24,320	1.398	159.6	152.0	79.32	150.9	143.7	56.7	73.51	52.6

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, October, 1943, pp. 424-426.

vement 4 and additional compensation in lieu of overtime and for expenses while away from home ranging from \$.01 an hour for those receiving less than \$.70 an hour to \$.05 for those receiving \$.97 an hour or over. The aggregate award was between \$.09 and \$.11 an hour with only those who had received less than \$.57 getting an increase of more than \$.09 an



# EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JULY, 1943—JULY, 1944—(Continued)

Date		Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month		
		Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	
					Actual	Real	Actual	Indexes, 1923=100					
ROAD PASSENGER CONDUCTORS													
1943	July	8,224	8,851	\$1.700	153.3	149.1	\$77.56	144.1	140.2	45.6	\$72.07	42.4	
	August	8,288	8,964	1.693	152.7	149.0	78.10	145.1	141.6	46.1	72.21	42.6	
	September	8,343	8,958	1.704	153.7	149.4	77.35	143.7	139.7	45.4	72.04	42.3	
	October	8,339	8,971	1.711	154.3	149.1	76.82	142.7	137.9	44.9	71.41	41.7	
	November	8,367	8,970	1.765	159.2	153.8	79.99	148.6	143.6	45.3	74.61	42.3	
	December	8,570	9,201	1.732	156.2	150.3	82.05	152.4	146.7	47.4	76.42	44.1	
	Annual Average	8,150	8,757	1.701	153.4	148.8	77.95	144.8	140.5	45.8	72.55	42.6	
1944	January	8,437	9,094	1.826	164.7	158.5	82.99	154.1	148.3	45.5	77.00	42.2	
	February	8,389	9,007	1.837	165.6	160.0	84.68	157.3	152.0	46.1	78.87	42.9	
	March	8,498	9,024	1.829	164.9	159.2	84.17	156.3	150.9	46.0	79.27	43.3	
	April	8,477	9,041	1.839	165.8	159.1	84.25	156.5	150.2	45.8	79.00	43.0	
	May	8,465	9,012	1.850	166.8	159.5	82.08	152.5	145.8	44.4	77.10	41.7	
	June	8,467	9,040	1.851	166.9	159.7	84.09	156.2	149.5	45.4	78.76	42.6	
	July	8,652	9,287	1.843	166.2	158.3	84.90	157.7	150.2	46.1	79.09	42.9	
YARD CONDUCTORS													
1943	July	20,299	21,332	\$1.115	133.2	129.6	\$60.84	138.2	134.4	54.6	\$57.89	51.9	
	August	20,293	21,498	1.119	133.7	130.4	62.22	141.4	138.0	55.6	58.73	52.5	
	September	20,609	21,656	1.122	134.1	130.3	61.78	140.4	136.4	55.0	58.79	52.4	
	October	20,655	21,723	1.129	134.9	130.3	62.39	141.8	137.0	55.3	59.32	52.6	
	November	20,560	21,767	1.168	139.5	134.8	64.69	147.0	142.0	55.4	61.10	52.3	
	December	20,558	21,818	1.181	141.1	135.8	66.06	150.1	144.5	55.9	62.24	52.7	
	Annual Average	20,455	21,623	1.128	134.8	130.8	62.01	140.9	136.7	55.0	58.66	52.0	
1944	January	20,789	21,910	1.231	147.1	141.6	68.15	154.9	149.1	55.4	64.66	52.5	
	February	20,788	21,787	1.231	147.1	142.1	69.74	158.5	153.1	56.7	66.54	54.1	
	March	20,951	21,909	1.227	146.6	141.5	68.21	155.0	149.6	55.6	65.22	53.1	
	April	20,734	21,691	1.219	145.6	139.7	66.53	151.2	145.1	54.6	63.59	52.2	
	May	20,788	21,772	1.218	145.5	139.1	66.10	150.2	143.6	54.3	63.11	51.8	
	June	20,769	21,640	1.216	145.3	139.0	66.64	151.4	144.9	54.8	63.96	52.6	
	July	20,591	21,684	1.219	145.6	138.7	66.42	150.9	143.7	54.5	63.08	51.8	
ROAD FREIGHT FIREMEN													
1943	July	32,492	35,034	\$1.182	151.5	147.4	\$57.74	140.4	136.6	48.9	\$53.55	45.3	
	August	32,155	35,181	1.171	150.1	146.4	59.09	143.6	140.1	50.5	54.01	46.1	
	September	32,331	35,176	1.169	149.9	145.7	59.21	143.9	139.8	50.6	54.42	46.6	
	October	32,474	35,482	1.174	150.5	145.4	59.40	144.4	139.5	50.6	54.36	46.3	
	November	32,304	35,133	1.219	156.3	151.0	60.62	147.4	142.4	49.7	55.74	45.7	
	December	32,072	35,108	1.216	155.9	150.0	61.75	150.1	144.5	50.8	56.41	46.4	
	Annual Average	32,288	35,044	1.176	150.7	146.3	58.99	143.4	139.2	50.2	54.34	46.2	
1944	January	32,149	35,361	1.280	164.1	157.9	65.43	159.0	153.0	51.1	59.49	46.5	
	February	32,450	35,268	1.282	164.4	158.8	67.17	163.3	157.8	52.4	61.81	48.2	
	March	32,625	35,529	1.282	164.4	158.7	65.50	159.2	153.7	51.1	60.15	46.9	
	April	32,399	35,714	1.297	166.3	159.6	63.02	153.2	147.0	48.6	57.17	44.1	
	May	32,406	35,253	1.304	167.2	159.8	63.47	154.3	147.5	48.7	58.34	44.7	
	June	32,395	35,203	1.304	167.2	160.0	63.76	155.0	148.3	48.9	58.67	45.0	
	July	32,230	35,002	1.312	168.2	160.2	63.61	154.6	147.2	48.5	58.58	44.7	
ROAD PASSENGER FIREMEN													
1943	July	9,057	9,995	\$1.743	175.4	170.6	\$68.25	157.8	153.5	39.2	\$61.85	35.5	
	August	9,132	10,007	1.725	173.5	169.3	68.73	159.0	155.1	39.8	62.72	36.4	
	September	9,080	10,051	1.738	174.8	169.9	68.95	159.5	155.0	39.7	62.29	35.8	
	October	9,046	10,062	1.742	175.3	169.4	68.89	159.3	153.9	39.6	61.94	35.6	
	November	9,179	10,191	1.809	182.0	175.8	71.26	164.8	159.2	39.4	64.19	35.7	
	December	9,439	10,488	1.757	176.8	170.2	73.91	170.9	164.5	42.1	66.52	37.6	
	Annual Average	9,100	10,033	1.733	174.3	169.1	68.61	158.7	153.9	39.6	62.22	35.9	
1944	January	9,289	10,350	1.831	189.2	182.1	75.61	174.9	168.3	40.2	67.86	36.1	
	February	9,212	10,249	1.891	190.2	183.8	77.30	178.8	172.8	40.9	69.48	36.7	
	March	9,279	10,142	1.903	191.4	184.7	77.57	179.4	173.2	40.8	70.97	37.3	
	April	9,335	10,300	1.916	192.8	185.0	76.47	176.9	169.8	39.9	69.30	36.2	
	May	9,296	10,292	1.928	194.0	185.5	74.07	171.3	163.8	38.4	66.90	34.7	
	June	9,313	10,239	1.922	193.4	185.1	75.56	174.7	167.2	39.3	68.73	35.8	
	July	9,383	10,350	1.913	192.5	183.3	76.45	176.8	168.4	40.0	69.30	36.2	

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, October, 1943, pp. 424-426.

hour. Paid vacations had already been negotiated between the carriers and non-operating unions. The railroads were re-

turned to their owners on January 18, 1944. Average hourly earnings for the first six months of 1944 reflect an increase of \$.092,

or 10.4%, over those of the last six months of 1943 in the case of all wage earners. Train and engine service or operating em-



# EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JULY, 1943—JULY, 1944—(Continued)

Date		Number of Wage Earners		Average Hourly Earnings		Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month			
		Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	
					Actual	Real	Actual	Indexes, 1923=100					
YARD FIREMEN													
1943	July	21,219	23,020	\$ .940	138.8	135.0	\$44.93	130.2	126.7	47.8	\$41.41	44.0	
	August	21,124	23,135	.946	139.7	136.3	46.02	133.4	130.1	48.7	42.02	44.4	
	September	21,445	23,271	.946	139.7	135.8	45.69	132.4	128.7	48.3	42.10	44.5	
	October	21,460	23,326	.954	140.9	136.1	46.09	133.6	129.1	48.3	42.41	44.5	
	November	21,400	23,310	.993	146.7	141.7	48.20	139.7	135.0	48.5	44.25	44.6	
	December	21,125	23,273	1.004	148.3	142.7	49.79	144.3	138.9	49.6	45.19	45.0	
	Annual Average	21,234	23,171	.951	140.5	136.3	46.13	133.7	129.7	48.5	42.27	44.4	
1944	January	21,149	23,595	1.059	156.4	150.5	52.49	152.1	146.4	49.6	47.05	44.4	
	February	21,501	23,389	1.058	156.3	151.0	52.64	152.6	147.4	49.8	48.39	45.7	
	March	21,323	23,184	1.054	155.7	150.3	52.34	151.7	146.4	49.6	48.13	45.7	
	April	21,401	23,178	1.047	154.7	148.5	50.35	145.9	140.0	48.1	46.49	44.4	
	May	21,219	22,951	1.046	154.5	147.7	50.54	146.5	140.1	48.3	46.73	44.7	
	June	21,078	22,845	1.050	155.1	148.4	51.05	148.0	141.6	48.6	47.11	44.9	
	July	21,127	23,098	1.051	155.2	147.8	50.94	147.7	140.7	48.5	46.59	44.3	
ROAD FREIGHT BRAKEMEN													
1943	July	55,288	58,728	\$1.046	152.9	148.7	\$54.83	141.1	137.3	52.4	\$51.61	49.3	
	August	54,790	58,863	1.043	152.5	148.8	55.57	143.0	139.5	53.3	51.73	49.6	
	September	55,190	59,574	1.042	152.3	148.0	55.58	143.0	139.0	53.3	51.49	49.4	
	October	55,114	59,540	1.045	152.8	147.6	55.84	143.7	138.8	53.4	51.69	49.5	
	November	54,965	58,987	1.089	159.2	153.8	57.20	147.2	142.2	52.5	53.30	48.9	
	December	54,226	58,425	1.087	158.9	152.9	57.79	148.7	143.1	53.2	53.64	49.4	
	Annual Average	55,062	59,093	1.048	153.2	148.6	55.39	142.5	138.3	52.9	51.61	49.3	
1944	January	54,130	58,761	1.143	167.1	160.8	61.13	157.3	151.4	53.5	56.31	49.3	
	February	54,733	58,518	1.144	167.3	161.6	62.96	162.0	156.5	55.0	58.89	51.5	
	March	54,861	59,046	1.149	168.0	162.2	61.84	159.1	153.6	53.8	57.46	50.0	
	April	55,230	59,525	1.158	169.3	162.5	59.23	152.4	146.3	51.1	54.96	47.5	
	May	54,751	59,311	1.170	171.1	163.6	60.41	155.5	148.7	51.6	55.77	47.7	
	June	54,529	58,583	1.171	171.2	163.8	60.77	156.4	149.7	51.9	56.56	48.3	
	July	54,340	58,339	1.176	171.9	163.7	59.67	153.6	146.3	50.7	55.58	47.2	
ROAD PASSENGER BRAKEMEN													
1943	July	13,149	14,339	\$1.340	170.7	166.1	\$61.41	167.9	163.3	45.8	\$56.31	42.0	
	August	13,322	14,560	1.337	170.3	166.1	61.56	168.3	164.2	46.1	56.32	42.1	
	September	13,274	14,500	1.336	170.2	165.4	61.75	168.9	164.1	46.2	56.52	42.3	
	October	13,332	14,561	1.346	171.5	165.7	60.36	165.1	159.5	44.8	55.27	41.0	
	November	13,326	14,510	1.411	179.7	173.6	63.59	173.9	168.0	45.1	58.40	41.4	
	December	13,634	14,890	1.385	176.4	169.8	65.78	179.9	173.1	47.5	60.23	43.5	
	Annual Average	13,100	14,269	1.335	170.0	165.0	60.66	165.9	160.9	45.4	55.68	41.7	
1944	January	13,590	14,912	1.469	187.1	180.1	65.82	180.0	173.2	44.8	59.98	40.8	
	February	13,499	14,731	1.476	188.0	181.6	67.49	184.6	178.4	45.7	61.85	41.9	
	March	13,623	14,733	1.473	187.6	181.1	67.43	184.4	178.0	45.8	62.35	42.3	
	April	13,705	14,929	1.479	188.4	180.8	67.02	183.3	175.9	45.3	61.53	41.6	
	May	13,595	14,741	1.496	190.6	182.2	65.41	178.9	171.0	43.7	60.33	40.3	
	June	13,646	14,811	1.475	187.9	179.8	66.57	182.0	174.2	45.1	61.33	41.6	
	July	13,851	14,946	1.490	189.8	180.8	67.04	183.3	174.6	45.0	62.13	41.7	
YARD BRAKEMEN													
1943	July	52,520	55,667	\$1.043	135.3	131.6	\$49.98	133.0	129.4	47.9	\$47.16	45.2	
	August	51,926	55,656	1.047	135.8	132.5	51.84	137.9	134.5	49.5	48.37	46.2	
	September	52,554	55,786	1.050	136.2	132.4	51.57	137.2	133.3	49.1	48.58	46.2	
	October	52,744	56,344	1.062	137.7	133.0	52.05	138.5	133.8	49.0	48.72	45.9	
	November	52,842	55,879	1.096	142.2	137.4	53.49	142.3	137.5	48.8	50.59	46.2	
	December	52,309	56,016	1.114	144.5	139.1	54.93	146.1	140.6	49.3	51.29	46.1	
	Annual Average	52,603	56,081	1.056	136.9	132.8	51.12	136.0	132.0	48.4	47.95	45.4	
1944	January	52,190	56,158	1.160	150.5	144.9	57.70	153.5	147.7	49.7	53.62	46.2	
	February	53,016	56,454	1.160	150.5	145.4	58.29	155.1	149.9	50.3	54.74	47.2	
	March	53,256	56,710	1.157	150.1	144.9	57.26	152.3	147.0	49.5	53.77	46.5	
	April	53,885	57,266	1.158	150.2	144.1	54.97	146.2	140.3	47.5	51.72	44.7	
	May	53,673	57,107	1.148	148.9	142.4	55.08	146.5	140.1	48.0	51.77	45.1	
	June	53,543	56,783	1.148	148.9	142.5	55.30	147.1	140.8	48.2	52.14	45.4	
	July	53,153	56,336	1.152	149.4	142.3	55.12	146.6	139.6	47.8	52.01	45.1	

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, October, 1943, pp. 424-426.

employees received \$.098, or 8.0%, more in the first six months of 1944, and skilled and semi-skilled shop workers and unskilled laborers who, in the main, constitute nonoperating employees, received wage increases amounting to \$.096, or 9.6%, and \$.097, or 17.1%, respectively.

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## Cost of Living in October

THE CONFERENCE BOARD's index of living costs in the United States advanced 0.1% from mid-September to mid-October, to a level of 105.1 (1923=100). The average index of all items on a war-time budget for the ten months of 1944 (January through October) is 104.4, while the average for the year 1943 is 103.3, and for the year 1942, 97.8. The October, 1944, index is 22.2% above January, 1941, base date of the Little Steel formula.

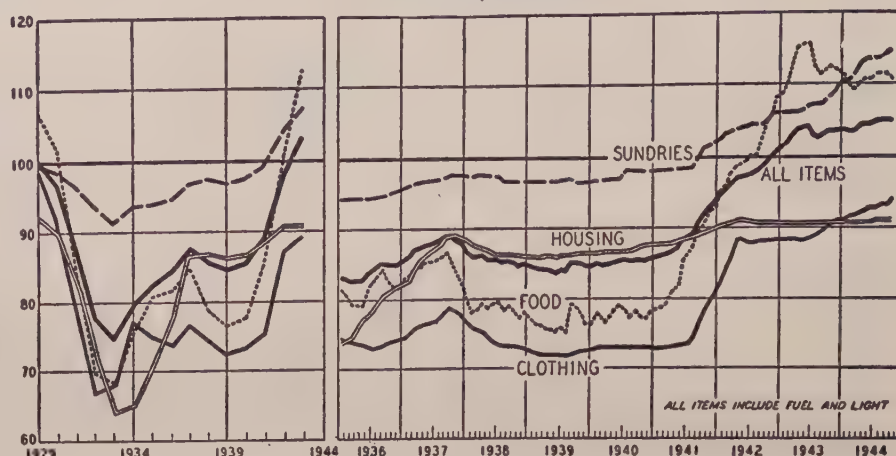
Food costs declined fractionally in October, but not sufficiently to offset rises of 0.5% in the sundries items, of 0.4% in clothing costs, and 0.1% in the housing level. The increase in the sundries group was principally affected by the inclusion of the annual survey of motion-picture admissions in October. Rents were also surveyed this month for the quarter-year period and recorded a rise. During the month there was no change in the fuel and light items, which now average 2.6% more than in October, 1943, reflecting the result of advances in fuel prices other than electricity and gas, each of which declined over the year.

The purchasing value of the 1923 dollar declined to 95.1 cents in October, compared with 95.2 cents in September, and 96.4 cents in October, 1943.

### INDIVIDUAL CITY SURVEYS

Costs of living indexes for October are published for sixty-three industrial cities,

Cost of Living in the United States  
Source: THE CONFERENCE BOARD  
Index Numbers, 1923=100



two of which, Buffalo and Roanoke, are revised series and are not comparable with indexes previously published. The complete series for these two cities from January, 1939, to date are available upon request.

In twenty-nine of the sixty-three industrial cities, total living costs rose from September to October, while in twenty-five other cities they declined. In nine cities, Chattanooga, Des Moines, Houston, Portland, Providence, Roanoke, Sacramento, Syracuse and Wilmington, cost of living remained unchanged over the month. The largest rise, 0.9%, occurred in Youngstown, although there were increases of 0.5% or more in the following cities: Bridgeport, Dayton, Fall River, Lewistown, Newark, St. Paul and Seattle. The greatest decrease over the month, 0.6%, took place in two cities, Cincinnati and New Orleans. The October quarterly sur-

vey of rents indicated decreases in that component of the budget in six of the sixty-three cities, Buffalo, Chicago, Macon, Memphis, New Orleans and Philadelphia and increases in two cities, Chattanooga and Kansas City.

Between October, 1943, and October, 1944, the cost of living rose in all but eight cities; the increases ranged from 3.3% in Toledo to 0.1% in Memphis and Wilmington, Delaware, although in the following cities there were rises of 2.0% or more: Birmingham, Cleveland, Chattanooga, Detroit, Green Bay, Lansing, Muskegon, and Trenton. Seven cities recorded annual decreases: Boston, Cincinnati, Duluth, Newark, Parkersburg, St. Louis, and Syracuse. New Haven was the only city to show no year-to-year change.

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### COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing <sup>1</sup>	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total <sup>2</sup>	Electricity	Gas		
Index Numbers, 1923=100											
1943 October.....	103.7	112.6 <sub>a</sub>	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944 January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0	94.6	110.5	96.2
February.....	103.4	109.6	90.8	91.6	101.0	82.1	96.0	67.0	94.6	110.6	96.7
March.....	103.4	109.2	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
April.....	104.1	110.1	90.8	91.9	101.6	82.2	95.3	67.0	94.6	112.8	96.1
May.....	104.4	110.7	90.8	92.3	101.8	82.8	95.3	67.0	94.6	113.2	95.8
June.....	104.4	110.6	90.8	92.5	101.8	83.1	95.1	67.0	94.6	113.3	95.8
July.....	105.0	111.9	90.9	92.5	101.9	83.1	95.1	66.9	94.5	113.3	95.2
August.....	105.1	111.9	90.9	93.0	102.1	83.9	95.1	66.9	94.5	113.4	95.1
September.....	105.0	111.5 <sub>b</sub>	90.9	93.2	102.3	84.0 <sub>r</sub>	95.1	66.9	94.5	113.6	95.2
October.....	105.1	111.1 <sub>c</sub>	91.0	93.6	102.4	84.8	95.1	66.9	94.5	114.2	95.1
Percentage Changes											
Sept. 1944 to Oct. 1944.....	+0.1	-0.4	+0.1	+0.4	+0.1	+1.0	0	0	0	+0.5	-0.1
Oct. 1943 to Oct. 1944.....	+1.4	-1.3	+0.2	+3.3	+2.7	+4.2	+2.6	-0.4	-0.1	+5.2	-1.3

<sup>1</sup>Since October, 1943; data on housing collected quarterly, January 15, April 15, July 15, and October 15.

<sup>2</sup>Includes fuel as well as electricity and gas.

<sup>a</sup>Based on food price indexes of THE CONFERENCE BOARD for October 15, 1943.

<sup>b</sup>Based on food price indexes for September 14, 1944.

<sup>c</sup>Based on food price indexes for October 12, 1944.



# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944		Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944
<b>Akron</b>						<b>Chicago</b>					
Food.....	145.4	146.4	149.7	-0.7	-2.9	Food.....	141.8	143.0	142.2	-0.8	-0.3
Housing <sup>1</sup> .....	113.8	113.8	113.7	0	+0.1	Housing <sup>1</sup> .....	105.8	105.8	105.8	0	0
Clothing.....	128.6	125.3	123.3	+2.6	+4.3	Clothing.....	133.4	129.9	126.0	+2.7	+5.9
Fuel and light.....	112.5	112.5	109.0	0	+3.2	Fuel and light.....	98.9	98.9	97.8	0	+1.1
Housefurnishings.....	118.8	119.0	118.4	-0.2	+0.3	Housefurnishings.....	135.4	125.6	124.9	+7.8	+8.4
Sundries.....	118.7	118.6	115.8	+0.1	+2.5	Sundries.....	116.0	116.3	112.8	-0.3	+2.8
Weighted Total.....	126.2	126.1	125.8	+0.1	+0.3	Weighted Total.....	123.5	123.4	121.7	+0.1	+1.5
<b>Atlanta</b>						<b>Cincinnati</b>					
Food.....	150.7	151.8	151.1	-0.7	-0.3	Food.....	136.9	139.3	143.3	-1.7	-4.5
Housing <sup>1</sup> .....	99.2	99.2	99.2	0	0	Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0
Clothing.....	128.8	127.2	124.7	+1.3	+3.3	Clothing.....	138.1	137.9	133.1	+0.1	+3.8
Fuel and light.....	113.1	113.1	110.7	0	+2.2	Fuel and light.....	106.0	106.0	103.5	0	+2.4
Housefurnishings.....	120.7	120.2	117.9	+0.4	+2.4	Housefurnishings.....	127.5	125.2	124.1	+1.8	+2.7
Sundries.....	115.8	115.9	112.4	-0.1	+3.0	Sundries.....	112.0	112.0	109.0	0	+2.8
Weighted Total.....	125.0	125.2	123.4	-0.2	+1.3	Weighted Total.....	121.9	122.6	122.4	-0.6	-0.4
<b>Baltimore</b>						<b>Cleveland</b>					
Food.....	148.9	150.3	150.9	-0.9	-1.3	Food.....	140.3	142.0	143.8	-1.2	-2.4
Housing <sup>1</sup> .....	103.2	103.2	103.2	0	0	Housing <sup>1</sup> .....	109.7	109.7	109.7	0	0
Clothing.....	130.4	129.5 <sup>r</sup>	122.2	+0.7	+6.7	Clothing.....	134.8	133.7	129.0	+0.8	+4.5
Fuel and light.....	107.5	107.5	104.9	0	+2.5	Fuel and light.....	105.9	105.9	102.9	0	+2.9
Housefurnishings.....	146.6	142.6	133.9	+2.8	+9.5	Housefurnishings.....	130.3	130.0	122.0	+0.2	+6.8
Sundries.....	121.7	121.8	118.7	-0.1	+2.5	Sundries.....	128.3	127.1	115.4	+0.9	+11.2
Weighted Total.....	128.8	129.1 <sup>r</sup>	127.2	-0.2	+1.3	Weighted Total.....	127.2	127.3	123.9	-0.1	+2.7
<b>Birmingham</b>						<b>Dallas</b>					
Food.....	153.7	155.0	153.8	-0.8	-0.1	Food.....	144.0	145.2	147.0	-0.8	-2.0
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	130.7	130.1	126.5	+0.5	+3.3	Clothing.....	128.8	127.1	125.4	+1.3	+2.7
Fuel and light.....	103.8	103.8	101.2	0	+2.6	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	121.5	121.5	117.8	0	+3.1	Housefurnishings.....	131.1	130.0	127.9	+0.8	+2.5
Sundries.....	118.3	118.4	112.5	-0.1	+5.2	Sundries.....	115.5	113.8	111.9	+1.5	+3.2
Weighted Total.....	126.8	127.1	124.3	-0.2	+2.0	Weighted Total.....	122.5	122.2	121.9	+0.2	+0.5
<b>Boston</b>						<b>Dayton</b>					
Food.....	136.3	137.8	140.7	-1.1	-3.1	Food.....	142.8	143.5	146.4	-0.5	-2.5
Housing <sup>1</sup> .....	103.5	103.5	103.5	0	0	Housing <sup>1</sup> .....	105.9	105.9	105.9	0	0
Clothing.....	130.4	128.8	126.8	+1.2	+2.8	Clothing.....	125.1	124.2	122.4	+0.7	+2.2
Fuel and light.....	122.7	122.7	121.0	0	+1.4	Fuel and light.....	106.3	105.9	103.7	+0.4	+2.5
Housefurnishings.....	123.1	122.6	122.5	+0.4	+0.5	Housefurnishings.....	135.7	129.2	127.9	+5.0	+6.1
Sundries.....	116.6	115.8	111.8	+0.7	+4.3	Sundries.....	117.7	116.1	109.6	+1.4	+7.4
Weighted Total.....	123.0	123.2	123.1	-0.2	-0.1	Weighted Total.....	124.2	123.5	122.4	+0.6	+1.5
<b>Bridgeport</b>						<b>Denver</b>					
Food.....	141.7	139.7	143.3	+1.4	-1.1	Food.....	140.7	141.9	143.9	-0.8	-2.2
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	129.0	128.3	125.8	+0.5	+2.5	Clothing.....	131.6	130.4	126.5	+0.9	+4.0
Fuel and light.....	119.9	119.9	115.6	0	+3.7	Fuel and light.....	101.4	101.4	99.0	0	+2.4
Housefurnishings.....	129.4	126.7	126.4	+2.1	+2.4	Housefurnishings.....	131.9	139.5	124.5	-5.4	+5.9
Sundries.....	126.7	126.7	125.4	0	+1.0	Sundries.....	121.4	120.5	116.7	+0.7	+4.0
Weighted Total.....	127.3	126.5	126.8	+0.6	+0.4	Weighted Total.....	124.6	124.9	123.4	-0.2	+1.0
<b>Buffalo<sup>2</sup></b>						<b>Des Moines</b>					
Food.....	143.7	144.6	146.5	-0.6	-1.9	Food.....	136.5	137.9	142.1	-1.0	-3.9
Housing <sup>1</sup> .....	112.3	112.4	112.8	-0.1	-0.4	Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0
Clothing.....	129.5	127.9	126.2	+1.3	+2.6	Clothing.....	134.8	133.5	129.6	+1.0	+4.0
Fuel and light.....	110.2	110.2	107.7	0	+2.3	Fuel and light.....	120.9	120.9	109.9	0	+10.0
Housefurnishings.....	130.4	130.4	128.1	0	+1.8	Housefurnishings.....	127.1	127.1	123.8	0	+2.7
Sundries.....	123.0	123.1	120.6	-0.1	+2.0	Sundries.....	115.6	114.7	111.6	+0.8	+3.6
Weighted Total.....	127.5	127.6	127.3	-0.1	+0.2	Weighted Total.....	122.3	122.3	121.2	0	+0.9
<b>Chattanooga</b>						<b>Detroit</b>					
Food.....	158.5	159.2	156.9	-0.4	+1.0	Food.....	147.8	147.6	148.4	+0.1	-0.4
Housing <sup>1</sup> .....	103.6	103.3	103.0	+0.3	+0.6	Housing <sup>1</sup> .....	107.0	107.0	107.0	0	0
Clothing.....	124.1	122.8	119.5	+1.1	+3.8	Clothing.....	133.7	133.8	128.6	-0.1	+4.0
Fuel and light.....	100.7	100.7	90.7	0	+11.0	Fuel and light.....	112.5	112.1	107.8	+0.4	+4.4
Housefurnishings.....	125.9	125.9	121.5	0	+3.6	Housefurnishings.....	127.5	127.5	122.1	0	+4.4
Sundries.....	114.0	113.6	108.0	+0.4	+5.6	Sundries.....	125.9	125.5	118.5	+0.3	+6.2
Weighted Total.....	126.9	126.9	123.3	0	+2.9	Weighted Total.....	128.5	128.4	126.0	+0.1	+2.0

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15.  
<sup>2</sup>Revised data, not comparable with indexes previously published. Data for earlier months available upon request.

<sup>r</sup>Revised.



# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944		Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944
<b>Duluth</b>						<b>Indianapolis</b>					
Food.....	136.5	136.4	147.2	+0.1	-7.3	Food.....	147.9	150.6	147.5	-1.8	+0.8
Housing <sup>1</sup> .....	100.2	100.2	100.2	0	0	Housing <sup>1</sup> .....	107.9	107.9	107.9	0	0
Clothing.....	136.3	136.1 <sub>r</sub>	129.0	+0.1	+5.7	Clothing.....	128.4	126.3	123.2	+1.7	+4.2
Fuel and light.....	107.5	107.5	105.3	0	+2.1	Fuel and light.....	112.0	112.0	108.2	0	+3.5
Housefurnishings.....	144.7	144.7	137.7	0	+5.1	Housefurnishings.....	126.2	125.5	124.7	+0.6	+1.2
Sundries.....	112.7	112.0	110.8	+0.6	+1.7	Sundries.....	118.5	117.3	114.3	+1.0	+3.7
Weighted Total.....	121.7	121.5 <sub>r</sub>	123.7	+0.2	-1.6	Weighted Total.....	126.5	126.7	124.3	-0.2	+1.8
<b>Erie, Pa.</b>						<b>Kansas City, Mo.</b>					
Food.....	151.4	151.6	157.4	-0.1	-3.8	Food.....	132.7	134.3	135.6	-1.2	-2.1
Housing <sup>1</sup> .....	110.0	110.0	109.9	0	+0.1	Housing <sup>1</sup> .....	105.5	105.2	105.2	+0.3	+0.3
Clothing.....	143.2	142.2	134.5	+0.7	+6.5	Clothing.....	131.5	130.5	124.9	+0.8	+5.3
Fuel and light.....	113.0	113.0	109.7	0	+3.0	Fuel and light.....	109.5	109.5	108.7	0	+0.7
Housefurnishings.....	131.5	130.0	129.8	+1.2	+1.3	Housefurnishings.....	124.1	124.1	120.9	0	+2.6
Sundries.....	125.0	125.0	118.9	0	+5.1	Sundries.....	122.3	122.3	116.2	0	+5.2
Weighted Total.....	131.3	131.2	130.8	+0.1	+0.4	Weighted Total.....	122.2	122.6	120.5	-0.3	+1.4
<b>Fall River</b>						<b>Lansing</b>					
Food.....	136.3	136.6	141.2	-0.2	-3.5	Food.....	167.5	167.1	163.6	+0.2	+2.4
Housing <sup>1</sup> .....	104.3	104.3	104.3	0	0	Housing <sup>1</sup> .....	98.0	98.0	98.0	0	0
Clothing.....	135.3	134.7	127.9	+0.4	+5.8	Clothing.....	127.9	128.2	126.4	-0.2	+1.2
Fuel and light.....	117.1	116.8	115.5	+0.3	+1.4	Fuel and light.....	105.2	105.2	102.1	0	+3.0
Housefurnishings.....	121.0	120.7 <sub>r</sub>	114.3	+0.2	+5.9	Housefurnishings.....	136.1	136.1	133.6	0	+1.9
Sundries.....	125.1	124.7	116.6	+0.3	+7.3	Sundries.....	125.7	125.7	118.5	0	+6.1
Weighted Total.....	126.0	125.3	123.9	+0.6	+1.7	Weighted Total.....	130.8	130.7	127.6	+0.1	+2.5
<b>Front Royal, Va.</b>						<b>Los Angeles</b>					
Food.....	162.8	163.3	166.1	-0.3	-2.0	Food.....	150.4	150.8	150.4	-0.3	0
Housing <sup>1</sup> .....	n.a.	n.a.	n.a.	n.a.	n.a.	Housing <sup>1</sup> .....	106.2	106.2	104.6	0	+1.5
Clothing.....	146.6	146.4	137.3	+0.1	+6.4	Clothing.....	124.9	125.0	123.2	-0.1	+1.4
Fuel and light.....	112.2	111.4	103.9	+0.7	+8.0	Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	133.7	133.7	133.5	0	+0.1	Housefurnishings.....	120.9	120.9	120.3	0	+0.5
Sundries.....	114.0	114.0	109.8	0	+3.8	Sundries.....	119.1	119.1	114.4	0	+4.1
Weighted Total.....	n.a.	n.a.	n.a.	n.a.	n.a.	Weighted Total.....	125.7	125.9	124.0	-0.2	+1.4
<b>Grand Rapids</b>						<b>Louisville</b>					
Food.....	145.8	145.2	147.0	+0.4	-0.8	Food.....	143.0	144.4	146.3	-1.0	-2.3
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	136.7	137.4	128.0	-0.5	+6.8	Clothing.....	126.3	124.5	120.7	+1.4	+4.6
Fuel and light.....	111.5	110.9	108.9	+0.5	+2.4	Fuel and light.....	113.4	113.4	110.9	0	+2.3
Housefurnishings.....	143.0	150.9	134.8	-5.2	+6.1	Housefurnishings.....	136.0	136.0	127.7	0	+6.5
Sundries.....	121.1	121.1	116.6	0	+3.9	Sundries.....	110.3	110.3	108.5	0	+1.7
Weighted Total.....	127.6	127.8	125.4	-0.2	+1.8	Weighted Total.....	123.7	124.0	123.2	-0.2	+0.4
<b>Green Bay, Wis.</b>						<b>Macon</b>					
Food.....	132.6	133.3	132.0	-0.5	+0.5	Food.....	151.4	152.2	156.4	-0.5	-3.2
Housing <sup>1</sup> .....	102.8	102.8	100.4	0	+2.4	Housing <sup>1</sup> .....	114.2	115.9	115.9	-1.5	-1.5
Clothing.....	135.2	133.9	128.3	+1.0	+5.4	Clothing.....	130.3	129.7	122.7	+0.5	+6.2
Fuel and light.....	108.9	108.9	106.4	0	+2.3	Fuel and light.....	101.5	101.5	98.9	0	+2.6
Housefurnishings.....	133.9	133.2	123.4	+0.5	+8.5	Housefurnishings.....	143.9	139.5	134.5	+6.7	+10.7
Sundries.....	116.3	115.7	112.3	+0.5	+3.6	Sundries.....	118.9	118.9	116.9	0	+1.7
Weighted Total.....	121.6	121.5	118.5	+0.1	+2.6	Weighted Total.....	129.9	130.0	129.4	-0.1	+0.4
<b>Houston</b>						<b>Meadville, Pa.</b>					
Food.....	142.4	144.0	143.2	-1.1	-0.6	Food.....	146.2	148.0	148.6	-1.2	-1.6
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	110.8	110.8	110.8	0	0
Clothing.....	128.2	127.2	126.0	+0.8	+1.7	Clothing.....	120.0	119.9	117.2	+0.1	+2.4
Fuel and light.....	84.8	84.8	86.4	0	-1.9	Fuel and light.....	112.1	112.1	110.2	0	+1.7
Housefurnishings.....	119.2	119.8 <sub>r</sub>	114.7	-0.5	+3.9	Housefurnishings.....	140.0	140.2	132.5	-0.1	+5.7
Sundries.....	117.2	115.9	109.6	+1.1	+6.9	Sundries.....	124.8	124.8	120.7	0	+3.4
Weighted Total.....	121.9	121.9	119.6	0	+1.9	Weighted Total.....	126.9	127.5	126.1	-0.5	+0.6
<b>Huntington, W. Va.</b>						<b>Memphis</b>					
Food.....	149.7	148.8	150.3	+0.6	-0.4	Food.....	155.9	155.7	159.9	+0.1	-2.5
Housing <sup>1</sup> .....	111.7	111.7	111.7	0	0	Housing <sup>1</sup> .....	108.4	109.4	109.4	-0.9	-0.9
Clothing.....	128.0	127.3	123.3	+0.5	+3.8	Clothing.....	136.1	134.6	129.8	+1.1	+4.9
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	98.4	98.4	98.3	0	+0.1
Housefurnishings.....	129.2	129.2	126.2	0	+2.4	Housefurnishings.....	128.4	127.9	128.6	+0.4	-0.2
Sundries.....	112.6	112.6	111.5	0	+1.0	Sundries.....	109.3	109.1	106.5	+0.2	+2.6
Weighted Total.....	126.4	126.0	125.5	+0.3	+0.7	Weighted Total.....	125.6	125.5	125.5	+0.1	+0.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15.

n.a. Not available.

<sub>r</sub>Revised



# **COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944		Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944
<b>Milwaukee</b>						<b>Parkersburg, W. Va.</b>					
Food.....	142.5	144.1	139.3	-1.1	+2.3	Food.....	143.4	144.3	147.1	-0.6	-2.5
Housing <sup>1</sup> .....	103.4	103.4	103.4	0	0	Housing <sup>1</sup> .....	104.2	104.2	104.2	0	0
Clothing.....	136.2	135.0	132.5	+0.9	+2.8	Clothing.....	125.0	124.7	124.1	+0.2	+0.7
Fuel and light.....	109.8	109.8	107.6	0	+2.0	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	131.1	128.9	127.3	+1.7	+3.0	Housefurnishings.....	129.1	128.9	125.7	+0.2	+2.7
Sundries.....	116.9	116.1	112.6	+0.7	+3.8	Sundries.....	112.7	112.7	109.3	0	+3.1
Weighted Total.....	124.2	124.3	121.5	-0.1	+2.2	Weighted Total.....	123.8	124.0	123.9	-0.2	-0.1
<b>Minneapolis</b>						<b>Philadelphia</b>					
Food.....	151.2	150.7 <sup>r</sup>	149.3	+0.3	+1.3	Food.....	140.0	140.8	142.9	-0.6	-2.0
Housing <sup>1</sup> .....	103.7	103.7	103.7	0	0	Housing <sup>1</sup> .....	102.7	102.9	102.9	-0.2	-0.2
Clothing.....	134.5	134.2	131.2	+0.2	+2.5	Clothing.....	130.7	130.1	126.9	+0.5	+3.0
Fuel and light.....	104.3	104.3	102.1	0	+2.2	Fuel and light.....	110.3	110.1	106.5	+0.2	+3.6
Housefurnishings.....	123.5	122.8	122.2	+0.6	+1.1	Housefurnishings.....	132.5	129.6	121.1	+2.2	+9.4
Sundries.....	116.0	115.5	113.6	+0.4	+2.1	Sundries.....	123.0	122.7	111.3	+0.2	+10.5
Weighted Total.....	126.1	125.8 <sup>r</sup>	124.2	+0.2	+1.5	Weighted Total.....	126.0	126.1	123.1	-0.1	+2.4
<b>Muskegon</b>						<b>Pittsburgh</b>					
Food.....	159.6	159.2	160.7	+0.3	-0.7	Food.....	142.9	144.0	143.3	-0.8	-0.3
Housing <sup>1</sup> .....	115.2	115.2	115.2	0	0	Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0
Clothing.....	133.9	133.4	124.8	+0.4	+7.3	Clothing.....	130.6	129.3	127.3	+1.0	+2.6
Fuel and light.....	114.6	114.6	113.3	0	+1.1	Fuel and light.....	110.3	110.3	110.2	0	+0.1
Housefurnishings.....	120.5	120.5	120.6	0	-0.1	Housefurnishings.....	119.3	118.8	118.2	+0.4	+0.9
Sundries.....	117.8	117.8	111.4	0	+5.7	Sundries.....	116.2	115.5	111.6	+0.6	+4.1
Weighted Total.....	130.7	130.5	128.2	+0.2	+2.0	Weighted Total.....	124.2	124.3	122.8	-0.1	+1.1
<b>Newark</b>						<b>Portland, Ore.</b>					
Food.....	136.8	135.7	143.2	+0.8	-4.5	Food.....	148.1	146.5	150.0	+1.1	-1.3
Housing <sup>1</sup> .....	101.4	101.4	101.4	0	0	Housing <sup>1</sup> .....	110.0	110.0	110.0	0	0
Clothing.....	127.5	126.4	123.6	+0.9	+3.2	Clothing.....	140.8	140.5	135.0	+0.2	+4.3
Fuel and light.....	102.7	102.7	104.0	0	-1.3	Fuel and light.....	124.7	124.7	124.7	0	0
Housefurnishings.....	141.9	134.6	131.1	+5.4	+8.2	Housefurnishings.....	122.4	122.4 <sup>r</sup>	119.9	0	+2.1
Sundries.....	116.7	116.5	114.4	+0.2	+2.0	Sundries.....	113.8	115.6	112.0	-1.6	+1.6
Weighted Total.....	122.1	121.4	123.5	+0.6	-1.1	Weighted Total.....	127.6	127.6 <sup>r</sup>	126.8	0	+0.6
<b>New Haven</b>						<b>Providence</b>					
Food.....	134.9	135.9	138.6	-0.7	-2.7	Food.....	142.1	142.8	141.9	-0.5	+0.1
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0	Housing <sup>1</sup> .....	103.3	103.3	103.3	0	0
Clothing.....	128.4	126.9	121.3	+1.2	+5.9	Clothing.....	134.0	134.3	126.7	-0.2	+5.8
Fuel and light.....	111.6	111.6	109.7	0	+1.7	Fuel and light.....	115.6	115.7	113.6	-0.1	+1.8
Housefurnishings.....	124.5	124.5	124.4	0	+0.1	Housefurnishings.....	126.5	126.5	126.5	0	0
Sundries.....	109.4	109.4	108.2	0	+1.1	Sundries.....	118.9	117.9	116.9	+0.8	+1.7
Weighted Total.....	119.3	119.5	119.3	-0.2	0	Weighted Total.....	124.7	124.7	123.3	0	+1.1
<b>New Orleans</b>						<b>Richmond</b>					
Food.....	147.0	149.5	149.2	-1.7	-1.5	Food.....	159.2	159.5	160.0	-0.2	-0.5
Housing <sup>1</sup> .....	110.5	110.6	110.6	-0.1	-0.1	Housing <sup>1</sup> .....	103.1	103.1	103.1	0	0
Clothing.....	132.4	132.3	129.8	+0.1	+2.0	Clothing.....	131.2	129.8	129.3	+1.1	+1.5
Fuel and light.....	88.2	88.2	88.1	0	+0.1	Fuel and light.....	104.8	104.8	103.0	0	+1.7
Housefurnishings.....	122.0	125.4	123.4	-2.7	-1.1	Housefurnishings.....	121.2	121.2	120.5	0	+0.6
Sundries.....	120.7	119.4	115.6	+1.1	+4.4	Sundries.....	113.5	113.5	111.4	0	+1.9
Weighted Total.....	128.7	129.5	128.0	-0.6	+0.5	Weighted Total.....	127.1	127.0	126.3	+0.1	+0.6
<b>New York</b>						<b>Roanoke, Va.<sup>2</sup></b>					
Food.....	147.9	147.8	149.5	+0.1	-1.1	Food.....	150.0	150.0	151.8	0	-1.2
Housing <sup>1</sup> .....	100.8	100.8	100.8	0	0	Housing <sup>1</sup> .....	120.3	120.3	119.2	0	+0.9
Clothing.....	119.7	120.3	116.5	-0.5	+2.7	Clothing.....	132.8	132.6	130.0	+0.2	+2.2
Fuel and light.....	117.2	117.2	110.8	0	+5.8	Fuel and light.....	107.9	107.9	104.1	0	+3.7
Housefurnishings.....	131.4	131.8	128.7	-0.3	+2.1	Housefurnishings.....	122.0	122.0	121.9	0	+0.1
Sundries.....	115.3	114.3	110.4	+0.9	+4.4	Sundries.....	118.5	118.5	114.6	0	+3.4
Weighted Total.....	125.0	124.8	123.7	+0.2	+1.1	Weighted Total.....	129.0	129.0	127.8	0	+0.9
<b>Omaha</b>						<b>Rochester</b>					
Food.....	149.4	149.7	147.8	-0.2	+1.1	Food.....	145.5	146.2	147.7	-0.5	-1.5
Housing <sup>1</sup> .....	100.6	100.6	100.6	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	128.5	127.0	123.9	+1.2	+3.7	Clothing.....	131.9	131.7 <sup>r</sup>	129.5	+0.2	+1.9
Fuel and light.....	106.5	106.5	105.9	0	+0.6	Fuel and light.....	117.9	117.9	112.2	0	+5.1
Housefurnishings.....	143.8	143.8	138.6	0	+3.8	Housefurnishings.....	136.0	135.9	136.1	+0.1	-0.1
Sundries.....	115.0	115.0	112.3	0	+2.4	Sundries.....	128.1	128.1	122.0	0	+5.0
Weighted Total.....	124.6	124.5	122.6	+0.1	+1.6	Weighted Total.....	127.6	127.8 <sup>r</sup>	126.2	-0.2	+1.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15.

<sup>2</sup>Revised data not comparable with indexes previously published. Data for earlier months available upon request.

n.a. Not available.

<sup>r</sup>Revised



# **COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944		Oct. 1944	Sept. 1944	Oct. 1943	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944
<b>Rockford, Ill.</b>						<b>Spokane</b>					
Food.....	144.7	146.2	145.6	-1.0	-0.6	Food.....	141.0	141.0	143.9	0	-2.0
Housing <sup>1</sup> .....	138.1	138.1	138.0	0	+0.1	Housing <sup>1</sup> .....	102.0	102.0	102.0	0	0
Clothing.....	127.9	129.9	123.3	-1.5	+3.7	Clothing.....	124.1	124.0	122.9	+0.1	+1.0
Fuel and light.....	113.1	113.1	111.3	0	+1.6	Fuel and light.....	133.9	133.9	133.5	0	+0.3
Housefurnishings.....	131.3	131.1	131.3	+0.2	0	Housefurnishings.....	133.5	133.5	132.3	0	+0.9
Sundries.....	116.2	115.4	112.5	+0.7	+3.3	Sundries.....	115.7	114.9	112.1	+0.7	+3.2
Weighted Total.....	130.9	131.4	129.6	-0.4	+1.0	Weighted Total.....	125.1	124.9	124.9	+0.2	+0.2
<b>Sacramento</b>						<b>Syracuse</b>					
Food.....	148.5	149.0	149.5	-0.3	-0.7	Food.....	141.3	142.3	147.7	-0.7	-4.3
Housing <sup>1</sup> .....	104.1	104.1	104.1	0	0	Housing <sup>1</sup> .....	116.2	116.2	116.2	0	0
Clothing.....	137.1	127.8	126.2	-0.5	+8.6	Clothing.....	133.0	132.7	129.6	+0.2	+2.6
Fuel and light.....	80.8	80.8	80.8	0	0	Fuel and light.....	114.2	114.2	109.0	0	+4.8
Housefurnishings.....	144.2	144.7	140.6	-0.3	+2.6	Housefurnishings.....	134.3	134.2 <sup>r</sup>	132.2	+0.1	+1.6
Sundries.....	121.0	120.0	117.0	+0.8	+3.4	Sundries.....	115.6	114.5	113.3	+1.0	+2.0
Weighted Total.....	127.1	127.1	124.9	0	+1.8	Weighted Total.....	125.5	125.5	126.0	0	-0.4
<b>St. Louis</b>						<b>Toledo</b>					
Food.....	143.4	145.2	148.1	-1.2	-3.2	Food.....	143.2	144.1	144.7	-0.6	-1.0
Housing <sup>1</sup> .....	105.8	105.8	106.0	0	-0.2	Housing <sup>1</sup> .....	113.0	113.0	109.4	0	+3.3
Clothing.....	128.6	127.9	124.5	+0.5	+3.3	Clothing.....	130.8	130.0	124.6	+0.6	+5.0
Fuel and light.....	114.7	114.7	111.0	0	+3.3	Fuel and light.....	107.6	107.6	105.2	0	+2.3
Housefurnishings.....	119.3	119.3	118.1	0	+1.0	Housefurnishings.....	123.2	123.2	122.0	0	+1.0
Sundries.....	112.5	111.4	109.5	+1.0	+2.7	Sundries.....	127.9	126.2	113.7	+1.3	+12.5
Weighted Total.....	123.8	124.0	123.9	-0.2	-0.1	Weighted Total.....	127.3	127.5	123.2	-0.2	+3.3
<b>St. Paul</b>						<b>Wausau, Wis.</b>					
Food.....	143.2	141.7	145.9	+1.1	-1.9	Food.....	151.7	151.2	154.3	+0.3	-1.7
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	102.7	102.7	102.7	0	0
Clothing.....	124.7	124.5	121.7	+0.2	+2.5	Clothing.....	138.4	138.4	126.8	0	+9.1
Fuel and light.....	106.8	106.8	104.1	0	+2.6	Fuel and light.....	109.5	109.5	107.5	0	+1.9
Housefurnishings.....	125.9	126.6	126.4	-0.6	-0.4	Housefurnishings.....	126.2	126.2	125.2	0	+0.8
Sundries.....	116.3	116.0	112.5	+0.3	+3.4	Sundries.....	111.3	111.3	109.2	0	+1.9
Weighted Total.....	122.4	121.8	121.8	+0.5	+0.5	Weighted Total.....	125.5	125.3	124.0	+0.2	+1.2
<b>San Francisco - Oakland</b>						<b>Wilmington, Del.</b>					
Food.....	146.8	146.7	150.6	+0.1	-2.5	Food.....	140.3	141.0	144.8	-0.5	-3.1
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	104.6	104.6	104.6	0	0
Clothing.....	133.8	133.5	128.3	+0.2	+4.3	Clothing.....	131.6	130.7	125.4	+0.7	+4.9
Fuel and light.....	89.8	89.8	88.9	0	+1.0	Fuel and light.....	104.8	104.8	103.3	0	+1.5
Housefurnishings.....	121.9	119.7	120.4	+1.8	+1.2	Housefurnishings.....	121.9	120.1	116.5	+1.5	+4.6
Sundries.....	120.7	119.5	112.4	+1.0	+7.4	Sundries.....	112.7	112.6	110.6	+0.1	+1.9
Weighted Total.....	126.1	125.6	124.3	+0.4	+1.4	Weighted Total.....	123.3	123.3	123.2	0	+0.1
<b>Seattle</b>						<b>Youngstown</b>					
Food.....	152.4	150.7	153.3	+1.1	-0.6	Food.....	150.5	149.5	154.3	+0.7	-2.5
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	128.4	126.5	126.7	+1.5	+1.3	Clothing.....	141.4	138.6 <sup>r</sup>	132.6	+2.0	+6.6
Fuel and light.....	111.1	111.0	110.1	+0.1	+0.9	Fuel and light.....	106.7	106.7	104.6	0	+2.0
Housefurnishings.....	121.4	121.4	120.3	0	+0.9	Housefurnishings.....	148.6	148.7 <sup>r</sup>	137.0	-0.1	+8.5
Sundries.....	118.3	117.9	115.6	+0.3	+2.3	Sundries.....	113.2	111.6	108.4	+1.4	+4.4
Weighted Total.....	128.0	127.1	127.2	+0.7	+0.6	Weighted Total.....	127.7	126.6 <sup>r</sup>	126.0	+0.9	+1.3

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15.

<sup>r</sup>Revised.

## **PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS**

CITY	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	CITY	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	CITY	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	CITY	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944
<b>Evansville, Ind.</b>			<b>Joliet, Ill.<sup>1</sup></b>			<b>Lewistown, Pa.</b>			<b>Trenton, N. J.</b>		
Food.....	-0.1	-3.0	Food.....	-1.1	+0.6	Food.....	+1.4	-1.5	Food.....	-0.6	-1.1
Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	+0.3
Clothing.....	+0.7	+3.3	Clothing.....	-1.4	+3.2	Clothing.....	+0.5	+11.5	Clothing.....	+2.1	+4.2
Fuel and light.....	0	+3.9	Fuel and light.....	0	+1.9	Fuel and light.....	+1.4	+9.1	Fuel and light.....	-0.2	-0.4
H'sefurnishings.....	-0.3	+1.6	H'sefurnishings.....	+8.2	+14.8	H'sefurnishings.....	0	+1.0	H'sefurnishings.....	+2.7	+3.1
Sundries.....	+0.8	+11.0	Sundries.....	+1.2	+3.4	Sundries.....	-0.1	+1.6	Sundries.....	-0.1	+12.0
W'ghted Total.....	+0.2	+2.1	W'ghted Total.....	+0.2	+2.4	W'ghted Total.....	+0.7	+1.7	W'ghted Total.....	+0.1	+2.8

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15.

<sup>1</sup>Includes Lockport and Rockdale.



# COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing <sup>2</sup>		Clothing		Fuel-Light		House Furnishings		Sundries	
	Oct. 1944	Sept. 1944	Oct. 1944	Sept. 1944	Oct. 1944	Sept. 1944	Oct. 1944	Sept. 1944	Oct. 1944	Sept. 1944	Oct. 1944	Sept. 1944	Oct. 1944	Sept. 1944
United States <sup>1</sup> .....	105.0	105.0	110.8	111.3	91.0	90.9	93.6	93.2	95.8	95.8	a	a	114.2	113.8
Akron.....	127.9	127.8	145.7	146.8	113.8	113.8	128.6	125.8	112.5	112.5	118.7	118.8	123.4	123.4
Atlanta.....	125.0	125.2	149.0	149.9	99.2	99.2	128.8	127.2	113.1	113.1	119.5	119.1	118.0	118.2
Baltimore.....	128.9	129.1	146.4	147.6	103.2	103.2	130.4	129.5	107.5	107.5	142.1	139.3	125.7	125.8
Birmingham.....	127.9	128.1	153.0	154.0	105.7	105.7	130.7	130.1	103.9	103.9	120.2	120.2	121.2	121.3
Boston.....	123.0	123.1	135.4	136.8	103.5	103.5	130.4	128.8	122.6	122.6	122.9	122.6	117.4	116.6
Bridgeport.....	127.6	126.9	140.8	139.2	106.5	106.5	129.0	128.3	120.0	120.0	128.2	126.6	128.5	128.5
Buffalo <sup>3</sup> .....	128.4	128.6	143.7	144.6	112.3	112.4	129.5	127.9	110.2	110.2	129.4	129.4	126.1	126.7
Chattanooga.....	127.6	127.5	158.9	159.4	103.6	103.3	124.1	122.8	100.7	100.7	123.8	123.8	117.0	116.7
Chicago.....	123.7	123.5	141.4	142.7	105.8	105.8	133.4	129.9	98.9	98.9	132.5	125.4	117.9	117.6
Cincinnati.....	122.7	123.4	136.2	138.6	100.9	100.9	138.1	137.9	106.0	106.0	125.9	124.7	116.5	116.5
Cleveland.....	127.5	127.8	139.1	140.7	109.7	109.7	134.8	133.7	105.9	105.9	130.3	130.0	128.5	128.3
Dallas.....	124.0	123.7	143.6	144.9	105.6	105.6	128.8	127.1	89.1	89.1	130.1	129.3	121.4	120.3
Dayton.....	124.9	124.4	141.7	142.5	105.9	105.9	125.1	124.2	106.4	105.9	133.4	138.7	121.4	120.1
Denver.....	125.3	125.6	139.4	140.8	105.6	105.6	131.6	130.4	101.6	101.6	128.7	133.7	124.8	124.1
Des Moines.....	124.0	123.9	136.1	137.2	105.3	105.3	134.8	133.5	120.9	120.9	126.1	126.1	120.6	119.9
Detroit.....	128.9	128.8	145.8	145.7	107.0	107.0	133.7	133.8	112.5	112.1	126.0	126.0	129.1	128.8
Duluth.....	123.3	123.1	136.7	136.7	100.2	100.2	136.3	136.1	107.5	107.5	140.4	140.4	118.0	117.4
Erie, Pa.....	132.0	132.0	151.5	151.9	110.0	110.0	143.2	142.2	113.0	113.0	131.0	129.9	127.0	127.1
Fall River.....	125.9	125.7	136.3	136.4	104.3	104.3	135.3	134.7	117.0	116.6	117.8	117.7	126.7	126.3
Front Royal, Va.....	n.a.	n.a.	162.8	163.1	n.a.	n.a.	146.6	146.4	112.2	111.4	132.4	132.4	118.1	118.1
Grand Rapids.....	129.2	129.2	146.0	145.2	106.5	106.5	136.7	137.4	111.5	110.9	140.5	146.2	126.0	125.9
Green Bay, Wis.....	122.8	122.7	132.7	133.6	102.8	102.8	135.5	133.9	108.9	108.9	130.0	129.4	120.8	120.4
Houston.....	123.6	123.5	142.8	144.0	105.7	105.7	128.2	127.2	84.8	84.8	117.0	117.4	122.2	121.2
Huntington, W. Va.....	126.9	126.6	147.6	146.9	111.7	111.7	128.0	127.3	100.0	100.0	129.2	129.2	116.9	117.0
Indianapolis.....	127.6	127.9	146.8	149.7	107.9	107.9	128.4	126.3	112.0	112.0	125.5	125.1	123.8	123.0
Kansas City, Mo.....	123.6	123.9	131.9	133.5	105.5	105.2	131.5	130.5	109.5	109.5	123.2	123.2	125.7	125.7
Lansing.....	131.2	131.4	165.6	166.3	98.0	98.0	127.9	128.2	105.2	105.2	133.7	133.7	129.4	129.4
Los Angeles.....	126.2	126.5	143.5	149.4	106.2	106.2	124.9	125.0	93.4	93.4	120.8	120.8	122.3	122.3
Louisville.....	124.4	124.7	142.5	143.9	103.9	103.9	126.3	124.5	113.4	113.4	134.3	134.3	114.1	114.1
Macon.....	132.0	132.0	150.8	151.4	114.2	115.9	130.3	129.7	101.5	101.5	140.1	134.9	125.6	125.6
Meadville, Pa.....	126.8	127.3	145.0	146.5	110.8	110.8	120.0	119.9	112.1	112.1	137.3	137.5	125.3	125.3
Memphis.....	126.5	126.3	154.3	153.9	108.4	109.4	136.1	134.6	98.4	98.4	128.2	127.8	114.3	114.1
Milwaukee.....	124.9	125.1	141.7	143.6	103.4	103.4	136.2	135.0	109.8	109.8	129.5	127.9	121.6	121.0
Minneapolis.....	127.0	126.8	151.0	150.9	103.7	103.7	134.5	134.2	104.3	104.3	122.4	122.6	121.3	120.9
Muskegon, Mich.....	131.3	131.1	159.3	158.8	115.2	115.2	133.9	133.4	114.6	114.6	120.1	120.1	120.6	120.6
Newark.....	122.8	122.2	136.6	135.6	101.4	101.4	127.5	126.4	102.8	102.8	137.1	132.6	119.6	119.4
New Haven.....	119.8	120.0	134.4	135.3	105.3	105.3	123.4	126.9	111.8	111.8	124.4	124.4	111.6	111.6
New Orleans.....	128.5	129.1	145.8	147.9	110.5	110.6	132.4	132.3	88.2	88.2	122.4	124.8	122.3	121.0
New York.....	124.2	124.0	145.9	145.7	100.8	100.8	119.7	120.3	117.2	117.2	130.9	131.2	115.2	114.3
Omaha.....	125.8	125.7	148.2	148.3	100.6	100.6	128.5	127.0	106.5	106.5	139.9	139.9	121.2	121.2
Parkersburg, W. Va.....	124.9	125.2	143.4	144.3	104.2	104.2	125.0	124.7	94.6	94.6	129.1	128.9	116.4	116.4
Philadelphia.....	126.1	126.2	138.6	139.5	102.7	102.9	130.7	130.1	110.3	110.1	127.9	126.0	125.4	125.1
Pittsburgh.....	124.4	124.6	141.2	142.4	105.7	105.7	130.6	129.3	110.3	110.3	118.6	118.3	119.3	118.9
Portland, Ore.....	127.9	127.9	145.9	144.4	110.0	110.0	140.8	140.5	124.9	124.9	121.7	121.7	116.9	118.5
Providence.....	124.9	124.9	140.9	141.7	103.3	103.3	134.0	134.3	115.8	115.8	126.2	126.2	121.3	120.2
Richmond.....	127.3	127.1	157.1	157.1	103.1	103.1	131.2	129.8	104.8	104.8	121.2	121.2	117.2	117.1
Roanoke, Va <sup>4</sup> .....	130.0	129.9	149.6	149.4	120.3	120.3	132.8	132.6	107.9	107.9	122.0	122.0	122.0	122.0
Rochester.....	127.7	128.0	145.1	146.0	103.9	103.9	131.9	131.7	117.9	117.9	135.9	135.8	128.4	128.3
Rockford, Ill.....	132.0	132.5	143.9	145.6	138.1	138.1	127.9	129.9	113.6	113.6	131.3	131.2	122.0	121.4
Sacramento.....	127.3	127.4	147.6	148.1	104.1	104.1	137.1	137.8	80.8	80.8	144.1	144.4	122.9	122.1
St. Louis.....	124.7	125.0	142.7	144.5	105.8	105.8	128.6	127.9	114.7	114.7	118.7	118.7	116.9	116.1
St. Paul.....	123.3	122.8	142.4	141.1	100.9	100.9	124.7	124.5	106.6	106.6	125.8	126.3	121.1	120.8
San Francisco-Oakland	126.5	126.0	145.3	145.1	100.9	100.9	133.8	133.5	89.8	89.8	121.6	119.9	123.4	122.4
Seattle.....	128.2	127.4	150.5	148.9	106.5	106.5	128.4	126.5	111.1	111.0	120.9	120.9	121.1	120.8
Spokane.....	125.3	125.2	139.4	139.6	102.0	102.0	124.1	124.0	133.9	133.9	132.9	132.9	118.5	117.9
Syracuse.....	126.7	126.7	141.3	142.4	116.2	116.2	133.0	132.7	114.2	114.2	132.3	132.2	119.6	118.7
Toledo.....	128.4	128.5	143.1	143.5	113.0	113.0	130.8	130.0	107.6	107.6	122.9	122.9	127.6	127.8
Wausau, Wis.....	126.1	126.0	150.4	149.9	102.7	102.7	138.4	138.4	109.5	109.5	125.7	125.7	116.5	116.5
Wilmington, Del.....	124.2	124.2	139.6	140.4	104.6	104.6	131.6	130.7	104.8	104.8	121.6	119.9	116.6	116.6
Youngstown.....	128.8	127.8	152.1	151.2	105.6	105.6	141.4	138.6	106.7	106.7	142.7	142.8	116.5	114.9

## PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944	Sept. 1944 to Oct. 1944	Oct. 1943 to Oct. 1944
	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944	to Oct. 1944
Evansville, Ind.....	+0.1	+2.5	-0.4	-3.2	0	0	+0.7	+3.3	0	+3.9	-0.2	+1.6	+0.5	+9.9
Joliet, Ill. <sup>4</sup> .....	+0.1	+2.7	-1.2	+0.5	0	0	-1.4	+3.2	0	+1.9	+5.9	+11.9	+0.9	+3.9
Lewistown, Pa.....	+0.7	+1.8	+1.3	-1.3	0	0	+0.5	+11.5	+1.4	+9.1	0	+0.7	-0.1	+1.8
Trenton, N. J.....	+0.1	+3.1	-0.6	-1.1	0	+0.3	+2.1	+4.2	-0.2	-0.4	+2.2	+2.4	-0.2	+11.9

<sup>1</sup>1923=100.

<sup>2</sup>Data on rents are collected quarterly (January 15; April 15; July 15; and October 15).

<sup>3</sup>Revised data not comparable with indexes previously published. Data for earlier months available upon request.

<sup>4</sup>Includes Lockport and Rockdale.

aIncluded in sundries

n.a.Not available

rRevised



## Employment in September

**T**OTAL employment rose to nearly 65 million in September as farm employment reached its peak for the year. Except for trade and transportation, all the other major industrial divisions registered declines in employment from August to September. Manufacturing industries alone lost nearly 175,000 workers during the month, thus continuing a downward trend which has been unbroken this year except for a slight recovery in August. Both durable and nondurable groups contributed to the over-all decline.

Civilian employment, both agricultural and nonagricultural, was lower in September than twelve months earlier. This fact resulted from an expansion of our Armed Forces over the year amounting to fully

indicate that 75,000 more persons were employed by the Federal Government than were a year previous. This is still more than 50,000 below the peak level reached in July.

### MANPOWER AND THE WAR

With recruiting of new workers virtually at a standstill, the return of students and teachers to schools and workers to farms in September produced a widening gap between the number of jobs to be filled and the existing supply of available labor.

Nevertheless, with only a small portion of the munitions industries behind schedule, output is being generally maintained

### Employment and Unemployment, September, 1942-September, 1944<sup>1</sup> In Thousands

Distribution of Labor Force and Employment	1944			1943	1942
	September <sup>1</sup>	August <sup>1</sup>	July	September	
Unemployment.....	8,677	8,337	8,471	8,691	3,868
Excess of employment over economic labor force.....	64,963	64,580	64,669	64,464	59,102
Total employment.....	11,440	10,824	10,982	11,720	11,656
Agriculture.....	182	182	182	195	217
Forestry and fishing.....	21,281	21,481	21,379	22,362	22,281
Total industry.....	632	637	638	688	772
Extraction of minerals.....	15,195	15,369	15,356	16,399	15,322
Manufacturing.....	1,412	1,437	1,410	1,650	2,815
Construction.....	3,065	3,059	2,996	2,598	2,331
Transportation.....	977	980	980	1,026	1,042
Public utilities.....	7,455	7,371	7,402	7,404	7,472
Trade, distribution and finance.....	23,152	23,261	23,265	21,351	16,188
Service industries (including Armed Forces).....	1,454	1,460	1,458	1,432	1,287
Miscellaneous industries and services.....					
Emergency employment <sup>2</sup>					
WPA, CCC, and NYA (out-of-school).....	a	a	a	a	504

<sup>1</sup>Subject to revision.

<sup>2</sup>Not included in employment total.

aNo longer in existence.

1.5 million, without an equivalent replacement of the civilian labor force.

The fall harvest was accomplished with a farm working force which was more than one quarter of a million smaller than last year's. Increased utilization of labor and machinery made possible a record harvesting of crops.

Among the industrial groups, only transportation employed more workers in September than a year earlier—the increase amounting to nearly half a million. Employment declines, totaling 1.1 million for the five basic industry divisions, ranged from 1.2 million in manufacturing to 49,000 in the public utility industry.

Persons engaged in trade numbered approximately 50,000 more this September than last, although the average employment in this category for the first nine months of each year showed little change.

Preliminary estimates for September in-

with increased productivity of a smaller working force.

Where shortages occur, they can frequently be traced to the growing tendency of workers released from cutback programs, such as transportation equipment and machinery, to side step war jobs in favor of the longer view. Women lead in this premature dispersal of war workers, as was testified by the WMC recently in surveying the radar production program. In this industry, the twelve major plants, where 75% to 80% of the employees are women, reported a critical shortage of workers. In September alone, female separations from these plants amounted to more than 10% of the women employed. Most of these plants are concentrated in labor market areas already classified as "tight."

CARYL R. FELDMAN  
Division of Business Statistics

## Strikes and Turnover Rates

**A** GLANCE at the labor disputes table shows that considerable strike activity took place during the month of October. The individual strikes were not only lengthy but also involved a large number of workers. The Midwest seemed to be the main center of disturbance.

### MONTH'S LARGEST STRIKE

The largest strike of the month occurred in Detroit and involved 8,000 maintenance men who walked out on October 4. They prevented 50,000 other workers in thirty-three factories from producing war matériel since the work of the striking men is to keep the machines, etc., in working order.

These men belonged to the Maintenance Construction and Powerhouse Workers Council of the United Automobile Workers (CIO) which sought to get the War Labor Board to raise their wages to those paid AFL members doing identical work.

The stoppage was halted on October 5 and on October 6 the WLB agreed to submit the discussion to their automotive panel in Detroit. The back-to-work agreement was almost broken when 1,000 maintenance workers at the Packard Motor Car Company walked out again after having returned on the morning of October 6 and the company was forced to send 19,000 production workers home. On October 8, they returned in full force. The negotiations are still continuing.

### MESA

The Cleveland Graphite Bronze Company in Cleveland was struck early in September when a worker was discharged for breaking a seventy-five-cent lock on a locker. When the company refused to reinstate the worker or to arbitrate the case, the Mechanics Educational Society of America, an independent organization to which the strikers belong, threatened to call out its 70,000 members. It would thereby have made 200,000 idle in Cleveland, Detroit and Toledo. On October 11, however, they decided to call off the threatened walkout. Toward the end of October this union was engaged in one of the largest walkouts of the month.

On October 24, the Electric Auto-Lite Company in Toledo was forced to discharge six employees who had switched their union membership from the United



## STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production <sup>1</sup> (1935-1939 = 100)	Manufacturing					
	Strikes <sup>1</sup>				Turnover Rate per 100 Employees <sup>1</sup>					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations <sup>2</sup>					Accessions <sup>2</sup>
	Number	Workers Involved (Thousand)			Total	Quits <sup>4</sup>	Miscella- neous <sup>4</sup>	Discharges <sup>5</sup>	Layoffs <sup>5</sup>	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.40	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943a.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1943 August.....	310	106	357	264	8.3	6.3	.8	.7	.5	7.6
September.....	237	67	210	267	8.1	6.3	.7	.6	.5	7.7
October.....	287	121	1,013	269	7.0	5.2	.7	.6	.5	7.2
November.....	325	136	2,863	268	6.4	4.5	.6	.6	.7	6.6
December.....	355	263	787	258	6.6	4.4	.6	.6	1.0	5.2
1944 January.....	330	110	625	259	6.7	4.6	.6	.7	.8	6.5
February.....	330	115	470	259	6.6	4.6	.6	.6	.8	5.5
March.....	360	115	415	257	7.4	5.0	.8	.7	.9	5.8
April.....	435	155	530	255	6.8	4.9	.7	.6	.6	5.5
May.....	610	290	1,400	r252	7.1	5.3	.7	.6	.5	6.4
June.....	500	155	680	252	7.1	5.4	.5	.7	.5	7.6
July.....	470	145	680	248	r6.6	r5.0	.4	.7	.5	r6.3
August.....	485	190	935	r251	p7.8	p6.2	p.4	p.7	p.5	p6.2
September.....	p390	p185	p660	p250	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

<sup>5</sup>A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

Automobile Workers (CIO) to the MESA since their jobs were covered by a maintenance-of-membership contract with the UAW. The MESA called out 350 employees at the Electric Auto-Lite Company. Over the week end a total of 4,150 mechanics left ten other plants in Toledo. When a general strike order went into effect on November 3, 20,000 MESA members in twenty-four Detroit war plants stopped working. It was feared that the strike would spread to Cleveland, but only 200 workers quit there. Much vital work was held up since the MESA members are key tool and die workers and other skilled craftsmen. The MESA had suggested that the six men be hired back at jobs covered by their contract, but the UAW objected, threatening to strike if this were done.

The Army was ordered to take over eight of the striking Toledo companies on November 4, and the strike was called off

less than twenty-four hours later. The last count of the total number of workers affected was 21,500 in forty-nine Detroit and Toledo plants.

## OTHER STRIKES

The Kelsey-Hayes Wheel Company of Detroit was hit by a strike on October 16 when 6,500 members of the UAW (CIO) protested the elimination of their paid lunch hour as the result of a WLB order. Shortly after the beginning of the war the company went on a three-shift working schedule, at the same time instituting paid lunch periods. Since it has now become necessary to go back to a two-shift basis the company discontinued the paid lunch periods with WLB approval. The employees disagreed with the board and it was not until October 23 that they returned to work.

Lessened activity caused North Ameri-

can Aviation, Kansas City, Missouri, to transfer workers back to the main plant. Objecting to different classification and the lower wage scales followed there, 16,000 employees walked out on October 19. Pickets from the striking union, UAW (CIO), ran into difficulties when a number of servicemen decided to take matters into their own hands and force the workers back. The workers were back on the job on October 22.

Releases by the Bureau of Labor Statistics of preliminary estimates of the number of strikes which occurred during September show a 19.6% decline over the previous month. Strikes in September numbered 390, or 64.6% more than a year ago. There were 2.6% fewer workers involved in September than in August. The year's increase has been 176.1%. Man days idle declined 29.4% from 935,000 in August to 660,000 in Sep-



LABOR DISPUTES ORIGINATING DURING OCTOBER, 1944<sup>1</sup>

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
<b>Manufacturing, Building, and Mining</b>						
American Blower Corporation <sup>2</sup> .....	CIO	Detroit, Mich.	10/16	10/17	1,000	<sup>1</sup> Incomplete report based on information appearing in the press.
American Metal Products Company.....	n.a.	Detroit, Mich.	6	9	1,200a	<sup>2</sup> Tireman Avenue plant.
Bethlehem Steel Company <sup>3</sup> .....	n.a.	Quincy, Mass.	4	6	1,000	<sup>3</sup> Welders at Fore River shipyard.
Bethlehem Steel Company <sup>4</sup> .....	Ind.	Quincy, Mass.	9	12	6,000	<sup>4</sup> Fore River shipyard.
Bower Roller Bearing Company.....	n.a.	Detroit, Mich.	5	6	2,000	<sup>5</sup> Milwaukee Avenue plant.
Briggs Manufacturing Company <sup>5</sup> .....	CIO	Detroit, Mich.	17	18	850	<sup>6</sup> Machinists.
Briggs Manufacturing Company.....	CIO	Hamtramck, Mich.	17	18	600	<sup>7</sup> Forst Gear and Machine Division.
Briggs Manufacturing Company.....	CIO	Hamtramck, Mich.	20	..	400	<sup>8</sup> Two plants.
Brown Shoe Company.....	CIO	St. Louis, Mo.	26	28	650	<sup>9</sup> Marine Ways.
The Challenge Machinery Company.....	AFL	Grand Haven, Mich.	31	..	109b	<sup>10</sup> Forty testers and seventy spray painters at the Neville Island East Yard.
Chrysler Corporation						<sup>11</sup> Neville Island shipyards.
De Sota-Wyoming Plant.....	CIO	Detroit, Mich.	17	..	1,000	<sup>12</sup> Mechanics Educational Society of America.
Dodge Truck Plant.....	CIO	Detroit, Mich.	10	13	2,530c	<sup>13</sup> Willow Run Bomber plant.
Jefferson Avenue Plant <sup>6</sup> .....	CIO	Detroit, Mich.	20	d	230	<sup>14</sup> Foremen in eleven departments at the Willow Run Bomber plant.
Tank Arsenal.....	CIO	Detroit, Mich.	12	13	104	<sup>15</sup> Plant No. 1.
Clark Equipment Company <sup>7</sup> .....	n.a.	Jackson, Mich.	9	..	1,500	<sup>16</sup> Finishers.
Combustion Engineering Company <sup>8</sup> .....	AFL	Chattanooga, Tenn.	10	..	e	<sup>17</sup> Employees in 49 Detroit, Michigan, and Toledo, Ohio, plants were affected.
Congress Tool & Die Company.....	CIO	Detroit, Mich.	24	..	125	<sup>18</sup> Two East Side plants.
Dravo Corporation <sup>9</sup> .....	n.a.	Pittsburgh, Pa.	5	6	50	<sup>19</sup> Arlee Street yard.
Dravo Corporation <sup>10</sup> .....	n.a.	Pittsburgh, Pa.	6	..	110	<sup>20</sup> Clark Avenue plant
Dravo Corporation <sup>11</sup> .....	CIO	Pittsburgh, Pa.	31	31	500f	<sup>21</sup> Drivers and inside workers.
The Electric Auto-Lite Company.....	<sup>12</sup>	Toledo, Ohio	24	11/5	350	<sup>22</sup> Typographical workers on <i>The Democrat and Chronicle</i> and <i>The Times Union</i> .
Ford Motor Company <sup>13</sup> .....	Ind.	Detroit, Mich.	16	10/16	75	<sup>23</sup> Strike of interior decorators, painters, scenic artists and machinists affected five major studios: Metro-Goldwyn-Mayer, Columbia, Paramount, Warner Bros., and Twentieth Century-Fox.
Ford Motor Company <sup>14</sup> .....	Ind.	Detroit, Mich.	17	18	335	<sup>24</sup> Three cab companies were involved.
Goodyear Tire & Rubber Company <sup>15</sup> .....	CIO	Akron, Ohio	4	5g	1,000	<sup>25</sup> Employees of 50 concerns, members of New York Association of Meat, Poultry and Game Dealers. Deliveries to hotels and restaurants were affected.
Kelsey-Hayes Wheel Company.....	CIO	Detroit, Mich.	16h	23i	6,500h	<sup>a</sup> Alleged lockout.
Key Company.....	AFL	East St. Louis, Ill.	16	20	400j	<sup>b</sup> Strike of 109 employees caused entire plant to close down.
Maintenance employees.....	CIO	Detroit, Mich.	4	5	58,000k	<sup>c</sup> Strike of 180 repair men who refused to work overtime caused 2,400 production workers to be idle.
McLouth Steel Corporation.....	CIO	Detroit, Mich.	14	..	500	<sup>d</sup> Forty-eight returned on October 22.
McQuay-Norris Manufacturing Company <sup>16</sup> .....	CIO	St. Louis, Mo.	2	..	115	<sup>e</sup> Both plants were shut down.
Mechanics <sup>17</sup> .....	<sup>12</sup>	<sup>17</sup>	28	11/5	20,000l	<sup>f</sup> Work stoppage of 300 welders, fitters and tackers caused 200 other workers to be sent home.
Monarch Governor Company.....	CIO	Detroit, Mich.	24	..	75	<sup>g</sup> Ninety per cent of the workers returned.
Monsanto Chemical Company <sup>18</sup> .....	AFL	St. Louis, Mo.	19	..	1,400	<sup>h</sup> 1,800 employees at the McGraw Avenue plant went on strike on October 16 and were joined on October 17 by 1,700 on two shifts at the Military Avenue plant and 3,000 at the gun plant near Plymouth.
Monsanto Chemical Company.....	CIO	Trenton, Mich.	14	10/18	150	<sup>i</sup> Sixty additional employees at the Ford Motor Company River Rouge plant who were told by the management not to report for work because of the shortage of parts caused by the Kelsey-Hayes strike were asked to return as soon as possible.
Nash-Kelvinator Corporation.....	CIO	Lansing, Mich.	2	..	3,000	<sup>j</sup> Strike of 200 foundrymen made 200 other employees idle.
National Radiator Company.....	CIO	New Castle, Pa.	4	..	65	<sup>k</sup> Strike of 8,000 maintenance employees stopped or retarded the production of war materiel in 33 factories and made 50,000 other workers idle. Among the companies affected were: American Metal Products, Bohn Aluminum Company, Briggs Manufacturing Company, Budd Wheel Company, Champion Spark Plug Company, Chrysler DeSota Division, Chrysler Jefferson Avenue plant, Chrysler Tank Arsenal, Commerce Pattern Foundry, Continental Motors Corporation, Gar Wood Industries, Graham-Paige Motor Car Company, Hudson Motor Car Company, Kelsey-Hayes Wheel Company, Motor Products Corporation, Packard Motor Car Company, Timken-Detroit Axle Company, Westinghouse Electric and Manufacturing Company, Naval Ordnance Plant, L. A. Young Spring & Wire Company, Zenith Carburetor Division of Bendix Aviation Corporation.
North American Aviation, Inc.....	CIO	Kansas City, Mo.	19	22	16,000m	
Packard Motor Car Company.....	CIO	Detroit, Mich.	6	8	20,000n	
Pratt & Whitney Division, Niles-Bement-Pond Company.....	AFL	Kansas City, Mo.	2	2	8,000	
Republic Steel Corporation.....	n.a.	Buffalo, N. Y.	24	..	1,900	
St. Louis Shipbuilding & Steel Company <sup>19</sup> .....	Ind.	St. Louis, Mo.	24	25o	1,000	
Scaife Company.....	n.a.	Oakmont, Pa.	16	18	350p	
Siewek Tool Division of Domestic Industries, Inc.....	<sup>12</sup>	Detroit, Mich.	28	..	60	
Swift & Company.....	AFL	East St. Louis, Ill.	23	..	200	
Timken-Detroit Axle Company.....	CIO	Detroit, Mich.	14	17	7,500	
Timken-Detroit Axle Company <sup>20</sup> .....	Ind.	Detroit, Mich.	12	16	400	
Truscon Steel Company.....	CIO	Youngstown, Ohio	11	..	2,000	
United States Rubber Company.....	CIO	Detroit, Mich.	16	20	2,000q	
Willys-Overland Motors, Inc.....	<sup>12</sup>	Toledo, Ohio	27	11/5	850l	
<b>Miscellaneous</b>						
Cleveland Electric Illuminating Company.....	CIO	Cleveland, Ohio	7	..	1,622	
Dayton Power & Light Company.....	CIO	Dayton, Ohio	7	..	560	
Dossin's Food Products Company <sup>21</sup> .....	AFL	Detroit, Mich.	7	..	400	
Ebinger Baking Company, Inc.....	AFL	Brooklyn, N. Y.	9	10/10	400r	
Gannett Company, Inc. <sup>22</sup> .....	AFL	Rochester, N. Y.	4	9	177	
Motion picture employees <sup>23</sup> .....	AFL	Hollywood, Calif.	4	13	750	
Roosevelt Hotel.....	AFL	Washington, D. C.	13	..	s	
Savoy-Plaza Hotel.....	Ind.	New York, N. Y.	12	12	250	
State Liquor Control Commission.....	AFL	Detroit, Mich.	25	26	109t	
Taxicab drivers <sup>24</sup> .....	n.a.	Evanston, Ill.	25	..	u	
Truck drivers <sup>25</sup> .....	AFL	New York, N. Y.	27	..	175	

<sup>1</sup>Sympathy strike with Electric Auto-Lite employees.  
<sup>m</sup>Strike of 2,000 paralyzed plant.  
<sup>n</sup>Strike of 1,000 maintenance men forced 20,000 into idleness.

<sup>o</sup>Two hundred workers returned on October 25th and the others on the 28th.  
<sup>p</sup>Strike of 50 maintenance workers made 300 other employees idle.

<sup>q</sup>Work stoppage of 500 made 1,500 others idle.  
<sup>r</sup>Absence of 400 closed plant and company's 42 retail stores in Brooklyn.  
<sup>s</sup>Enough employees were on the job to

continue services on a curtailed basis. Hotel has 650 rooms.  
<sup>t</sup>Additional workers affected when strike spread to Lansing warehouse.  
<sup>u</sup>75 taxis were idle.

(Footnotes continued below)

tember. The number more than tripled from September, 1943, the increase for the year amounting to 214.3%, or 450,000 man days.

Separations in August at the rate of 7.8

per 100 employees were the highest that they have been since September, 1943, when they were 8.1. In August, 1943, they were 8.3. Accessions were the lowest since April when they were 5.5. The rate was

6.2 in August, 1944, as compared with 6.3 in July and 7.6 in August, 1943.

MARY A. WERTZ  
 Division of Labor Statistics



## Management Book Shelf

**The Cotton Mill Worker.** By Herbert J. Lahne. New York: Farrar and Rinehart. \$3.00

Factors which affect the geographical, technological and trade union situation in the cotton textile industry are discussed in this latest addition to the "Labor in Twentieth Century America" series.

From the Civil War to 1944 no industry has had more complex and adventurous experiences in its economic and social programs than American textile companies. There seems to have been an ever-growing struggle between employers and organized textileworkers during this period, and strikes in New England communities sometimes assumed the proportions of civil warfare. Mr. Lahne points out that the textile industry began its growth in the South back in the Eighties. Although the growth of unionism has been more pronounced in the North, both the AFL and CIO textileworkers' unions have been making noticeable headway in the southern textile plants in the last five years.

Following the organization of the United Textile Workers (AFL) in 1901 the various craft union locals within the UTW fought among themselves over the question of local-union or national-office control over dues. In order to build a larger union treasury, the UTW raised its per capita tax and several locals left to organize an independent union of craft locals, the American Federation of Textile Operatives, which confined its activities to New England.

### After the NRA

The NRA brought new life to the textile unions following their decline after World War I. The 1934 general strike of textileworkers, "the largest single labor conflict in the country up to that time," was a test of union strength. The industry was tied up, but the strike was lost after much industrial havoc and disagreement over policy by textile union leaders. From 1934 to the formation of the CIO Textile Workers' Organizing Committee, the unions were at a low ebb. The committee established a research department, planned organization campaigns, and appealed to textile communities through public relations programs. The unions made headway by leaps and bounds. Now, Mr. Lahne says, "unless the unions can organize the South to a greater extent than at present their positions in New England will become difficult."

The role of Negroes in the industry is

indicated by the author in a very intelligent fashion. Social and economic organizations frequently blame individual groups for the Negro policy in the South, but Mr. Lahne points out, "the real barrier has been the traditional attitude of the southern people toward the Negro as an economic competitor. In agriculture, the lowest in the scale of economic life, the southern poor whites have had difficult competition with the Negro and those whites who have stepped upward to the better livelihood of the mill have been determined to reserve this sphere for their own benefit." Although many unions advocate economic equality for Negroes, others are opposed to Negroes receiving the same seniority rights, and "Jim Crow" local unions exist in the South today.

### Southern Spindleage

An interesting study in 1922 by the National Association of Cotton Manufacturers reported in this book reveals that 84% out of over 90% of the southern spindleage was owned or controlled by southern capital, 11% by northern capital, 3% by New England mills and 2% was controlled by western capital. "A further study based on 1931 figures for North Carolina, South Carolina, Georgia and Alabama shows that only 15% of the spindles and 12% of the looms in these states were northern-owned."

This study by Mr. Lahne does a great deal toward clarifying the complex problems that have for years been associated with the manufacture of American cottons. A. A. D.

**Guide to Methods Improvement.** By Harold B. Maynard and G. J. Stegemerten. New York: McGraw-Hill Book Company. \$1.00.

No matter how efficient manufacturing methods may be, there is always room for improvement, according to this book which lists all the questions that could seemingly arise on improving operating methods within a plant. The book emphasizes this "questioning attitude" as an important and effective means of operations analysis.

Eight chapters are contributed by men in industry who found this question method valuable in developing improved methods. The train of thought set off by these questions readily makes apparent their usefulness to a methods engineer or manager of operations seeking improvements.

T. A. F.

### Training for Industry—How Industry Benefits from Vocational Education.

A Report by the New York State Education Department, Division of Vocational Education, Albany.

This report is of particular interest to top executives in all types of industrial and commercial companies. The data were obtained from ninety companies using the training facilities made available through the "Program of Vocational Training for War Production Workers." Executives cooperating in the study give clear and unmistakable evidence of the value of organized vocational training as compared with unorganized types of training. The report reveals the following:

Item	Without Organized Training (Avg.)	With Organized Training (Avg.)	Savings and Improvement (Avg.)
Adapting workers to production.....	4.05 mos.	1.8 mos.	2.2 mos.
Supervisory training time.....	41.3%	14.3%	65%
Saving in breakage and poor workmanship..	9.5%	2.5%	73%
Accident rate.....	8.2%	2.9%	65%
Labor turnover.....	32.01%	16.75%	47%
Absenteeism.....	6.6%	4.1%	38%

In addition to other relevant material, the report also contains brief descriptions of the three types of vocational training offered in the program: preemployment courses, supplementary courses for persons already employed, and supervisory training for foremen and supervisors. S. A. R.

## Management Reading

"Employment in Airframe, Engine, and Propeller Plants, November, 1943-June, 1944," by A. William Buschman, Bureau of Labor Statistics, *Monthly Labor Review*, September. Employment, turnover, absenteeism and production are analyzed. Employment data for prime contractors is broken down by geographical regions and is also shown separately for airframe, engine and propeller plants. Total female employment and as a percentage of total are shown for the three types of plants. Turnover rates, including the breakdowns of the separation rate, and absence rates are also reported for the plant categories. Production data cover unit acceptances and airframe weight delivered, including spare parts.

"Wartime Wage Movements and Urban Wage-Rate Changes," by Division of Wage Analysis, Bureau of Labor Statistics, *Monthly Labor Review*, October. A comparison of changes in wage rates with those in gross hourly and weekly earnings in manufacturing, January, 1941, to April, 1944. A tabular presentation also divides the increases occurring during the prestabilization and stabilization periods. The percentage of increase in urban wage rates in manufacturing caused by general wage increases is shown by regions and industry groups from January, 1941, to April, 1943. A discussion of the major factors influencing wage changes is accompanied by a tabular summary. Percentages of increase in urban wage rates in



- manufacturing from April, 1943, to April, 1944, are shown by economic regions and selected areas and by industry groups. Similar data for selected nonmanufacturing industries cover the same period and show the same breakdown. E.B.D.
- "Do Larger Farms Pay Higher Wages?" by Louis J. Ducoff, Bureau of Agricultural Economics, *The Agricultural Situation*, October. This article points out that wage rates are higher on larger farms and that the differentials are greater among skilled workers than among unskilled farm laborers. The wide regional variations in the wage levels of workers on farms with the same scale of operations and the rising trend of farm wages are also discussed. E.B.D.
- "Salaries in Personnel Departments of Plants with 1,000 or Less Workers," *Industrial Relations*, September. Furnishes results of a survey of twenty-six plants showing salaries paid to five industrial relations directors, twenty-five personnel managers, fourteen employment officers and five safety directors.
- "Office Management in a Decentralized Organization," by K. B. Willett, *Executives Service Bulletin*, September. Describes the place of the office manager, the functions, scope of authority and the office procedure manuals of Hardware Mutual insurance companies of Stevens Point, Wisconsin.
- "How to Conduct a Sales Contest," by Frank La Clave, *Printers' Ink*, September 8. Furnishes fourteen elements of a contest. Eleven points to consider before outlining a plan are suggested and three basic schemes are discussed.
- "A Self-Appraisal Test for Your Salesmen," by Eugene J. Bengé, *Sales Management*, October 1. Presents the author's self-rating scale and describes its use.
- "First Things First—Pre-Selling Plans Should Precede Selling," by Edward McSweeney, *Industrial Marketing*, October. Advances six points that should be included in a preselling program and six in a selling program.
- "How to Set Up an Industrial Sales Research Organization," by Harry D'Almaine, *Industrial Marketing*, October. Explains the functions and interest of a commercial research department in considerable detail; a functional chart is included.
- "Apprenticeship—An Education and an Opportunity," *Connecticut Industry*, October. The story of the apprentice program in the Sonntag Scientific Corporation. Of twenty-nine workers, four are apprentices in tool-making and one is an apprentice in drafting.
- "Principles Behind Northwestern's 'Arnold System' of Sales Compensation," *Sales Management*, October 15. Description of a new system, particularly adapted to the sale of life insurance, which places increasing emphasis on repeat business.
- "What Makes a Good Sales Executive?" by Bertrand R. Canfield, *Printers' Ink*, September 22. A 50-question aptitude test developed to evaluate sales administrative abilities. The test is reproduced in its complete form and the author offers to furnish the scores of other executives for comparison. S.A.R.
- "Your Incentive will work if Properly Planned," by David Anderson and Arthur H. Hansen, Bulova Watch Company, *Iron Age*, October 19. The last of a group of three articles covering time and motion studies and wage incentives. Previous articles appeared in the issues of August 17 and September 28.
- "Distribution Costs Too Much' is a Dangerous Slogan," by Marvin Bower, McKinsey & Company, *Printers' Ink*, October 27. Describes a new approach to a cost-reduction program called "Integrated Cost Reduction."
- "What the Factory Worker Really Thinks," *Factory Management and Maintenance*, October. A significant survey by the Opinion Research Corporation, Princeton, New Jersey. The article covers factory-worker attitudes toward postwar unemployment, including the government's role; union reforms, and labor unions. It is *must* reading for today. A.A.D.
- "Social Insurance Benefits and Contributions in Relation to Family Income, 1941," by Selman J. Mushkin and Leila N. Small, *Bureau Memorandum*, No. 59, Federal Security Agency. The study was designed to provide quantitative information on the economic effects of the present social security program on family groups at different income levels.
- "Experience Rating Operations in 1943," *Social Security Bulletin*, September. Analyzes the effect of the war on employer contributions under experience-rating provisions of state unemployment compensation laws; also gives in tabular form the significant experience-rating provisions of the laws. F.B.B.
- "A Plan for Veteran Reemployment," by T. O. Armstrong, Westinghouse Electric and Manufacturing Company, *Industry* (published by Associated Industries of Massachusetts), October. Mr. Armstrong outlines a six-point program which covers the functions of the employment, medical and training departments in industry. His suggestion that "a complete survey of those now on leave, indicating with other essential data the position from which they were given leave" should be kept in mind by industry. This article is timely and informative. A.A.D.

Prepared by

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